

- **EEOC v. First Student, Inc.**

No. 03-CV-80105 (S.D. Iowa October 22, 2003)

In this Title VII action, the Milwaukee District Office alleged that defendant, a school busing company, subjected female employees to a sexually hostile work environment and black employees from Sudan and other African countries to a hostile environment based on their race and national origin. A supervisor made offensive sexual comments to women and touched them inappropriately, and used racial epithets and other abusive language in speaking to black African employees. Milwaukee also alleged that a female employee was discharged for complaining about the sexual harassment. The case was resolved by a three-year consent decree which requires a total award of \$145,000 to nine class members. Defendant is enjoined from engaging in any behavior that harasses or intimidates employees on any basis prohibited by Title VII and is required to enforce its "zero tolerance" policy prohibiting discrimination or harassment based on sex or race. Defendant is further enjoined from retaliating against any current or former employee for exercising Title VII rights.