

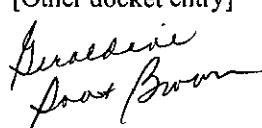
United States District Court, Northern District of Illinois

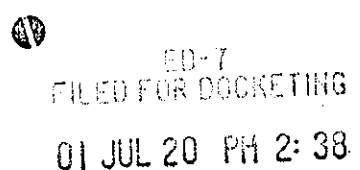
Name of Assigned Judge or Magistrate Judge	Charles P. Kocoras	Sitting Judge if Other than Assigned Judge	Geraldine Soat Brown
CASE NUMBER	00 C 5999	DATE	7/19/2001
CASE TITLE	EEOC vs. Christ Hospital and Medical Center		

[In the following box (a) indicate the party filing the motion, e.g., plaintiff, defendant, 3rd party plaintiff, and (b) state briefly the nature of the motion being presented.]

MOTION:

DOCKET ENTRY:

(1)	<input type="checkbox"/>	Filed motion of [use listing in "Motion" box above.]
(2)	<input type="checkbox"/>	Brief in support of motion due _____.
(3)	<input type="checkbox"/>	Answer brief to motion due _____. Reply to answer brief due _____.
(4)	<input type="checkbox"/>	Ruling/Hearing on _____ set for _____ at _____.
(5)	<input type="checkbox"/>	Status hearing[held/continued to] [set for/re-set for] on _____ set for _____ at _____.
(6)	<input type="checkbox"/>	Pretrial conference[held/continued to] [set for/re-set for] on _____ set for _____ at _____.
(7)	<input type="checkbox"/>	Trial[set for/re-set for] on _____ at _____.
(8)	<input type="checkbox"/>	[Bench/Jury trial] [Hearing] held/continued to _____ at _____.
(9)	<input type="checkbox"/>	This case is dismissed [with/without] prejudice and without costs[by/agreement/pursuant to] <input type="checkbox"/> FRCP4(m) <input type="checkbox"/> General Rule 21 <input type="checkbox"/> FRCP41(a)(1) <input type="checkbox"/> FRCP41(a)(2).
(10)	<input checked="" type="checkbox"/>	[Other docket entry] Status hearing held. Parties report case has settled. Enter Consent Decree. <div style="text-align: center; margin-top: 10px;">  </div>
(11)	<input type="checkbox"/>	[For further detail see order (on reverse side of/attached to) the original minute order.]

	No notices required, advised in open court.		number of notices	<div style="border: 1px solid black; padding: 5px;"> <p style="text-align: center; margin: 0;">Document Number</p> <p style="font-size: 2em; margin: 10px 0;">124</p> </div>
	No notices required.		JUL 20 2001	
<input checked="" type="checkbox"/>	Notices mailed by judge's staff.		docketing deputy initials	
	Notified counsel by telephone.		date mailed notice	
	Docketing to mail notices.		mailing deputy initials	
	Mail AO 450 form.			
<input checked="" type="checkbox"/>	Copy to judge/magistrate judge.			
kf	courtroom deputy's initials	Date/time received in central Clerk's Office		

IN THE UNITED STATES DISTRICT COURT
FOR THE NORTHERN DISTRICT OF ILLINOIS
EASTERN DIVISION

DOCKETED
JUL 23 2001

EQUAL EMPLOYMENT OPPORTUNITY)	
COMMISSION)	
)	No. 00 C 5999
Plaintiff,)	
v.)	
)	Judge Kocoras
CHRIST HOSPITAL AND MEDICAL)	Magistrate Judge Soat Brown
CENTER)	
Defendant.)	
)	

CONSENT DECREE

The Litigation

Plaintiff, Equal Employment Opportunity Commission (hereafter the "EEOC"), filed this action on September 29, 2000, alleging that Defendant Christ Hospital and Medical Center (now known as Advocate Christ Hospital and Medical Center, hereinafter referred to as "Christ Hospital") discriminated against Charging Party Leverne Robinson, in violation of Title VII of the Civil Rights Act of 1964, as amended, 42 U.S.C. § 2000e et seq. ("Title VII") and § 102 of the Civil Rights Act of 1991, 42 U.S.C. § 1981A, by subjecting Robinson to adverse terms and conditions of employment on the basis of her race which caused her constructive discharge. Christ Hospital has denied the allegations of the Complaint. As a result of the parties having engaged in settlement discussions, the parties have agreed that this action should be finally resolved by entry of this Consent Decree. This Consent Decree is not an admission of liability on the part of Christ Hospital. This Consent Decree is intended to and does fully and finally resolve any and all claims arising out of the Complaint.

14

Findings

Having examined the terms and provisions of this Consent Decree and based on the pleadings, records, and stipulations of the parties, this Court finds the following:

A. This Court has jurisdiction over the subject matter of this action and over the parties.

B. The terms and provisions of this Consent Decree are fair, adequate, reasonable, equitable and just. The rights of the parties are adequately protected by this Consent Decree.

C. This Consent Decree conforms with the Federal Rules of Civil Procedure and Title VII. The entry of this Consent Decree will further the objectives of Title VII and will be in the best interest of the parties and the public.

D. NOW THEREFORE, IT IS ORDERED, ADJUDGED AND DECREED THAT:

Non-Discrimination

1. In all matters arising from or relating to employment, Christ Hospital, its officers agents, employees, successors, and assigns shall not discriminate on the basis of race.

Non-Retaliation

2. Christ Hospital, its officers, agents, employees, successors, and assigns shall not retaliate against, penalize or otherwise prejudice any employee, former employee or applicant for employment because such person has opposed any practice made unlawful by Title VII; filed a Complaint or Charge; testified, assisted, or otherwise participated in any manner in any investigation, proceeding, hearing or litigation under Title VII; asserted any right under this Consent Decree; or otherwise exercised his or her rights under Title VII.

Monetary Relief

3. Christ Hospital shall pay to Leverne Robinson monetary damages in the sum of \$40,350.00, of which \$5,000.00 represents back pay and \$35,350.00 represents compensatory damages and Ms. Robinson's attorneys fees. Payment will be made as follows:

After the Consent Decree has been entered and within ten (10) business days after Christ Hospital receives a Release form executed by Leverne Robinson, approved by her own private attorney, Christ Hospital shall send by certified mail, three checks to G. Clinton Gaston & Associates, Leverne Robinson's attorney, located at 39 South LaSalle, Suite 1100, Chicago, Illinois 60603. One check shall be for back pay in the amount of \$5,000.00 less the employee's share of all legally required taxes and other withholdings. Christ Hospital shall be responsible for payment of employer taxes, which includes and is limited to appropriate deductions for state and federal taxes and FICA. The second check shall be in the sum of \$22, 016.67 representing compensatory damages. The third check shall be for attorneys fees in the sum of \$13,333.33 and shall be payable to G. Clinton Gaston & Associates. Christ Hospital shall send a copy of the checks to the EEOC.

Notice Posting

4. Within ten (10) days after the Court's entry of this Consent Decree and for the duration of this Decree, Christ Hospital shall continuously post the notice annexed hereto as Exhibit A at the following prominent locations frequented by Christ Hospital employees: in the Human Resources Department and outside the employee cafeteria. Within ten (10) days after the Consent Decree is entered Christ Hospital shall certify in writing to the Chicago District Office

of the EEOC that the Notice has been posted, and shall inform the EEOC of the locations where it has been posted.

Record Keeping and Reporting

5. Christ Hospital shall maintain all records concerning its implementation of this Consent Decree. Christ Hospital shall maintain records of any complaints it receives of race discrimination, its investigation of such complaints, and any response or action taken in the event there is a finding of race discrimination.

6. Beginning six (6) months after entry of this Consent Decree and every six (6) months thereafter for the duration of the Consent Decree, Christ Hospital shall furnish EEOC with reports reflecting information detailed in the records described in Paragraph 5 of this Consent Decree. Christ Hospital's last report will be submitted to EEOC two (2) weeks prior to the date on which the Decree is to expire.

7. For the term of the Consent Decree and upon five (5) business days notice to Christ Hospital, if EEOC has reasonable grounds to believe that Christ Hospital is not in compliance with the terms of this Consent Decree, EEOC shall have access to Christ Hospital's facilities to review and copy any relevant non-privileged documents located at its facility and to interview any personnel employed by Christ Hospital for the purpose of determining Christ Hospital's compliance with the terms of this Consent Decree. Christ Hospital shall provide a privilege log to EEOC for any relevant documents withheld from EEOC pursuant to an assertion by Christ Hospital that the documents contain privileged information. In the event EEOC deems it necessary to review any of the documents designated as privileged by Christ Hospital, the EEOC shall so seek an Order from the Court.

Training

8. Within forty-five (45) days after entry of this Consent Decree, Christ Hospital shall arrange for additional training of managers, coordinators, and supervisors of Christ Hospital regarding requirements of Title VII. Christ Hospital shall submit to EEOC for approval, materials regarding the training session, including the credentials of the trainer, prior to such training. Within five (5) days after the completion of the training described above, Christ Hospital will certify to EEOC that the training has been completed, the name(s) of the person(s) conducting the training, the time(s), duration and date(s) the training was held and a list identifying by name and position all individuals who received the training.

Duration of Decree/Retention of Jurisdiction

9. The terms of this Consent Decree shall be in effect (and the Court will retain jurisdiction of this matter to enforce this Decree) for a period of two (2) years from the date on which this Consent Decree is entered. The duration of this Consent Decree may be extended by the Court if the Court, acting on a motion filed by EEOC prior to the expiration of the 2-year period finds, after opportunity for a full hearing, that extension of the Consent Decree is warranted.

Costs and Attorneys' Fees

10. Each party to this action shall bear its own attorney's fees, costs, and expenses.

Dispute Resolution

11. If EEOC has reasonable cause to believe that Christ Hospital has violated any of the terms of this Consent Decree, EEOC shall notify Christ Hospital in writing and Christ Hospital will then have ten (10) business days in which to satisfy EEOC that there has not been a violation or that the violation has been corrected. If at the expiration of such time period, EEOC

has not been so satisfied, then EEOC may immediately apply to the Court for appropriate relief.

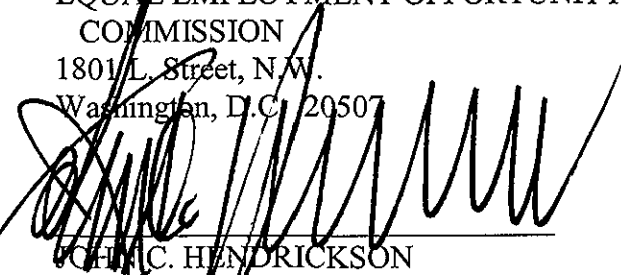
12. When this Consent Decree requires the submission by Christ Hospital or reports, notices, or other materials to the Commission, such materials shall be mailed to: Christ Hospital Settlement, Equal Employment Opportunity Commission, Chicago District Office, Legal Division, 500 West Madison, Suite 2800, Chicago, Illinois 60661.

ENTERED AND APPROVED FOR:

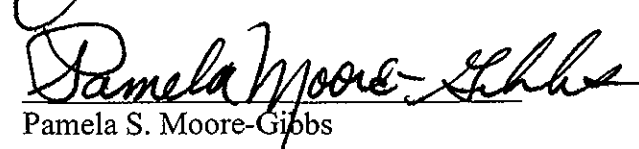
Equal Employment Opportunity Commission

GWENDOLYN YOUNG REAMS
Associate General Counsel

EQUAL EMPLOYMENT OPPORTUNITY
COMMISSION
1801 L Street, N.W.
Washington, D.C. 20507



JOHN C. HENDRICKSON
Regional Attorney


Gregory Gochanour
Supervisory Trial Attorney


Pamela S. Moore-Gibbs
Trial Attorney

Equal Employment Opportunity Commission
Chicago District Office
500 West Madison Street, Suite 2800
Chicago, Illinois 60661
(312) 886-9120

**Advocate Christ Hospital
and Medical Center**


Joan E. Gale
SEYFARTH SHAW
55 East Monroe Street
Suite 4200
Chicago, Illinois 60603
(312) 346-8000

Date: July 19, 2001

ENTER: Geraldine Soat Brown
Honorable Geraldine Soat Brown
United States District Magistrate Judge

NOTICE TO ALL ADVOCATE CHRIST HOSPITAL EMPLOYEES

This Notice is posted pursuant to the settlement of a lawsuit filed by the United States Equal Employment Opportunity Commission (EEOC) against Advocate Christ Hospital and Medical Center (Christ Hospital), in the United States District Court for the Northern District of Illinois No. 00 C 5999. In the suit, the EEOC alleged that Christ Hospital discriminated against a former employee based on her race. Christ Hospital has denied all allegations.

The parties to the lawsuit have agreed to resolve it by entering into a Consent Decree. Christ Hospital does not admit any liability by entering into the Consent Decree. Under the terms of the Consent Decree, Christ Hospital has agreed that it will:

1. Not engage in any employment practice which discriminates on the basis of race;
2. Pay appropriate compensation to the individual who filed the charge of discrimination;
3. Provide additional training to managers, coordinators and supervisors concerning laws prohibiting employment discrimination;
4. Provide certain reports and information to EEOC for a period of two years.

Title VII of the Civil Rights Act of 1964, as amended, prohibits employers from discriminating on the basis of sex, race, color, religion or national origin. The Equal Employment Opportunity Commission is the agency responsible for enforcing Title VII. If you have any complaints of discrimination or questions concerning your rights under Title VII, you may contact the EEOC at the address and phone number given below.

THIS IS AN OFFICIAL NOTICE AND MUST NOT BE DEFACED OR REMOVED

This Notice must remain posted for two years from the date shown below and must not be altered, defaced or covered by any other material. Any complaints of discrimination or questions concerning this Notice or compliance with its provisions may be directed to the Equal Employment Opportunity Commission, 500 West Madison Street, Suite 2800, Chicago, Illinois 60661, (312) 353-2713.

John Rowe
Director of the Chicago District Office of the
Equal Employment Opportunity Commission

Paul Macuga
Vice President, Human Resources
Advocate Christ Hospital

Dated: _____

Dated: _____