

- **EEOC v. Family Video**

No. 02 C 6490 (N.D. Ill. July 10, 2003)

The Chicago District Office alleged in this ADEA lawsuit that defendant, a chain of videotape rental stores, refused to hire charging party, a 45-year-old, for a cashier position at its Downers Grove, Illinois store because of her age. Instead, Respondent hired a 30-year-old with significantly less prior work experience. The lawsuit also alleged that defendant failed to hire other age 40 and over applicants at the store because of their age. The case was resolved through a consent decree which provides for a total payment of \$117,000 to the claimants (\$17,000 to the charging party and \$100,000 to be distributed to other aggrieved individuals). Defendant is enjoined from discriminating on the basis of age in violation of the ADEA and shall not engage in any form of retaliation against any person who opposes unlawful employment practices. In addition, defendant will notify in writing those claimants who remain interested in employment of any vacancies that arise at the Downers Grove store, and will report to EEOC the basis for any decision not to hire a claimant who responds to a vacancy notice.