

- **EEOC v. Gurtz Electric Co. and Pickus Construction & Equipment Co.**

No. 02 C 4976 (N.D. Ill. March 13, 2003 and June 17, 2003)

In this Title VII lawsuit, the Chicago District Office alleged that defendant Gurtz, an electrical subcontractor, and defendant Pickus, a general construction contractor, subjected female workers to a sexually hostile work environment. The complaint alleged that Pickus and Gurtz permitted sexually explicit and offensive graffiti about women in portable toilets and in other areas of the construction site and ignored sexually offensive remarks made to charging party, a female electrician employed by Gurtz, who was an explicit target of some of the graffiti. In March 2003, the claims against Gurtz were resolved through a consent decree which provides for payment of \$50,000 in compensatory damages to the charging party. Gurtz also agreed that it will not engage in any employment practice which discriminates on the basis of sex. In June, Pickus agreed to a consent decree which provides for payment of \$29,750 in compensatory damages to two female claimants (\$23,750 to charging party and \$6,000 to another female claimant) and permanently enjoins the company from engaging in any employment practice which discriminates on the basis of sex. Gurtz and Pickus also agreed to adopt revised sexual harassment policies that specifically prohibit sexual graffiti and Pickus agreed to provide a copy of the revised policy to each of its subcontractors at the time it signs a subcontracting agreement.