

- **EEOC v. Nielsen & Bainbridge, L.L.C.**

No. 01 C 7508 (N.D. Ill. December 17, 2002)

In this Title VII lawsuit, the Chicago District Office alleged that defendant, a manufacturer and distributor of various types of containers and laminated foam boards, subjected four black female production workers to harassment based on sex and race. Both supervisors and co-workers participated in the harassment, including exposing their buttocks and genitalia, referring to women as "bitches" and "black hairy dog" and, on two occasions, opening the restroom door when a female worker was using the toilet and throwing water on her. The case was resolved through a consent decree which provides for a payment of \$155,000 to the four claimants representing \$110,000 to charging party (\$5,000 in back pay, \$68,333 in damages and \$36,666 in attorneys fees) and \$15,000 each to the other three claimants. The decree enjoins defendant from discriminating on the basis of sex and race and requires training of all employees regarding sexual and racial harassment.