

EEOC v. Wal-Mart Stores, Inc.

United States District Court for the Southern District of Illinois
July 6, 2000, Decided ; July 6, 2000, Filed
No. 99-106 DRH

Reporter: 2000 U.S. Dist. LEXIS 13456
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION,
Plaintiff, -vs- WAL-MART STORES, INC., Defendant.

Counsel: [*1] For EQUAL EMPLOYMENT
OPPORTUNITY COMMISSION, plaintiff: James M.
Hipkiss, Assistant U.S. Attorney, St. Clair County, Fairview
Heights, IL.

For EQUAL EMPLOYMENT OPPORTUNITY
COMMISSION, plaintiff: Rebecca Stith, S. Robert Royal,
Melvin D. Kennedy, Robert G. Johnson, Equal Employment
Opportunity Commission, St. Louis District Office, St. Louis,
MO.

For WAL-MART STORES INC, defendant: Charles E. Reis,
IV, Brown & James, St. Louis City, St. Louis, MO.

For WAL-MART STORES INC, defendant: Bryan W. Riley,
Gregory S. Muzingo, Wal Mart Stores, Inc., Bentonville, AR.

Judges: DAVID R. HERNDON, U.S. DISTRICT JUDGE.

Opinion by: DAVID R. HERNDON

Opinion

AMENDED JUDGMENT IN A CIVIL CASE

JURY VERDICT. This action came before the Court for a
trial by jury. The issues have been tried and the jury has
rendered its verdict.

IT IS ORDERED AND ADJUDGED that judgment is
entered in favor of Defendant **WAL-MART STORES, INC.**
and against Plaintiff **EQUAL EMPLOYMENT
OPPORTUNITY COMMISSION** on the claim for the
sexual harassment of Tammy Williams.

IT IS FURTHER ORDERED AND ADJUDGED that
judgment is entered in favor of Plaintiff **EQUAL
EMPLOYMENT OPPORTUNITY COMMISSION**
and [*2] against Defendant **WAL-MART STORES, INC.** in
the sum of \$ 7,000.00 for lost wages on the claim for the
retaliation against Tammy Williams.

IT IS FURTHER ORDERED AND ADJUDGED that
judgment is entered in favor of Plaintiff **EQUAL
EMPLOYMENT OPPORTUNITY COMMISSION** and
against Defendant **WAL-MART STORES, INC.,** for
punitive damages in the sum of \$ 100,000.00.

IT IS THE FURTHER ORDERED AND ADJUDGED that
judgment is entered in favor of Plaintiff **EQUAL
EMPLOYMENT OPPORTUNITY COMMISSION** and
against Defendant **WAL-MART STORES, INC.** in the sum
of \$ 2,905.25 for costs.

IT IS THE FURTHER ORDERED AND ADJUDGED that
the following items of affirmative relief are entered against
WAL-MART: (a) Wal-Mart must provide the EEOC with
written notification of the discharge of any employee from
Wal-Mart's Glen Carbon, Illinois store for a two-year period
following this Order, (b) Wal-Mart must post a notice
advising employees of the result of this court case and
reminding them of their rights under federal employment
laws, and (c) Wal-Mart must place a memo in Williams'
personnel file (explaining that Williams prevailed in her
retaliation claim against Wal-Mart) [*3] and provide that
memo to anyone properly requesting Williams' employment
records from Wal-Mart.

July 6, 2000

Approved: **DAVID R. HERNDON**

U.S. DISTRICT JUDGE