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WESTERN DISTRICT OF LOUISIANA

UNITED STATES DISTRICT COURT
WESTERN DISTRICT OF LOUISIANA
MONROE DIVISION

UNITED STATES OF AMERICA,

Plaintiff,

v.

CITY OF BASTROP, LOUISIANA,

Defendant.

Civil Action No. 01-CV-0116-RDJ-JDK

FINDING OF CIVIL CONTEMPT AND ORDER

Pending before this Court is United States' Motion for an Order to Show Cause Why Defendant Should Not Be held in Civil Contempt and for Supplemental Relief ("Motion"). The Court having conferred with counsel for the parties, the Defendant having conceded that it is not in full compliance with the Consent Decree and that it is in contempt, and the parties agreeing to work together to achieve compliance and to defer any Court consideration of requested supplemental relief, including the imposition of daily fines and the award of costs, including attorney's fees, associated with the United States' pursuing its Motion, the Court finds Defendant to be in Civil Contempt.

Accordingly, it is Ordered that, within thirty days from the effective date of this Order, Defendant shall take the following steps to bring itself into compliance:

1. Provide the United States a description of all racial and sexual harassment complaints made by Defendant's employees from September 1 through December 31, 2005;
2. Provide the United States a written description of the actions taken by Defendant to investigate any racial and sexual harassment complaints made by Defendant's employees;
3. Provide the United States a list of employees hired by Defendant in 2005;
4. Provide the United States a signed statement from each employee hired in 2005 acknowledging the receipt of Defendant's sexual and racial harassment policy;
5. Provide the United States the name and resume of at least one person Defendant reasonably believes to be qualified to act as EEO Monitor; and

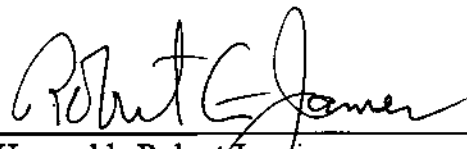
6. Provide the United States with firm scheduled dates for annual racial and sexual harassment training for Defendant employees, as described in paragraph 23 of the Consent Decree, with training to be completed no later than 45 days following the effective date of this Order absent the existence of a genuine public safety emergency that prevents certain employees, particularly fire fighting personnel, from being trained within the stated dates.

Additionally, it is Ordered that Defendant, through its trial counsel, shall respond to all future written and telephonic communications from Plaintiff's counsel regarding Consent Decree compliance within 72 hours of receipt of such communications by Defendant's trial counsel.

It is further Ordered that, within fifty days of the effective date of this Order, Defendant shall provide this Court and the United States with a compliance report. Thereafter, and not later than sixty days from the effective date of this Order, the United States shall advise the Court as to whether Defendant is in full compliance with the Consent Decree and this Order, and if a hearing on compliance with the Consent Decree and this Order, as well as on the issue of sanctions, including the imposition of daily fines against Defendant and the award of costs, including attorney's fees, to the United States is necessary. If the United States advises the Court that Defendant is not in full compliance with the Consent Decree or this Order, the United States shall state all deficiencies claimed and the Court shall schedule a hearing and provide notice to all parties thereof. If the United States advises the Court that Defendant is in full compliance with the Consent Decree and this Order, the Court will continue to defer considering sanctions and the award of costs, including the award of attorney's fees, until and unless the United States advises this Court that Defendant is no longer in compliance with the Consent Decree or this Order, or the expiration of the Consent Decree, whichever occurs first.

IT IS SO ORDERED.

January 17, 2006.



The Honorable Robert James
United States District Judge