

- **EEOC v. Brinker International, Inc., Chili's of MD, Chili's of Bel Air**  
No. RDB-04-1834 (D. Md. July 28, 2004)

In this Title VII suit, the Baltimore District Office alleged that an assistant manager working for defendants (a casual dining restaurant, its affiliate, and parent company) sexually harassed charging parties (four female food servers) and other female employees and then retaliated against one of the women for complaining about the sexual harassment. The harassment included sexual comments and innuendos and unwelcome touching. Invoking the restaurant's sexual harassment policy, the charging parties complained to management 15 times over a 10-month period but the harassment continued. In retaliation for one of the CP's complaints about him, the assistant manager began to schedule her for work on days when she was unavailable. The CP complained but ultimately was terminated for failing to show up for her shift. Several months later, defendant terminated the assistant manager after the father of a 16-year-old female employee complained to management about the assistant manager putting his hands on her breasts and lifting her up.

By a two-year consent decree, defendants are required to pay a total of \$283,000 in monetary relief: \$243,000 to the four charging parties and \$40,000 to eligible claimants (female employees who were supervised and harassed by the assistant manager during the period March 2001 to January 2003) in amounts determined by the EEOC. Defendants are enjoined from sexually harassing or condoning the sexual harassment of its employees, including the use of derogatory comments or physical conduct, and from retaliation. Defendants' attorneys shall provide training on preventing workplace sexual harassment for all managers and employees at the Bel Air, Maryland location, including defendant's area director.