

This Decree shall not constitute an adjudication on the merits of the Commission's case and shall not be construed as an admission by Defendant of any discriminatory practice or as a waiver by the Commission of any contentions of discrimination.

The Court has examined this Decree and finds that it is reasonable and just and in accordance with the Federal Rules of Civil Procedure and Title VII. Therefore, upon due consideration of the record herein and being fully advised in the premises, it is ORDERED, ADJUDGED AND DECREED:

1. This Decree resolves all issues and claims alleged in the Complaint filed by the Commission in this Title VII action which emanated from the Charge of Discrimination filed by Minerva Matos.

2. Defendant, its officers, agents, servants, employees, successors, assigns, and all persons acting or claiming to act on its behalf are hereby enjoined from discriminating on the basis of national origin. Such discrimination violates Title VII, which, in part, is forth below:

It shall be an unlawful employment practice for an employer --
(1) to discriminate against any individual with respect to [her] ... terms, conditions, or privileges of employment, because of such individual's ... national origin

42 U.S.C. § 2000e-2(a). Defendant, its officers, agents, servants, employees, successors, assigns, and all persons acting or claiming to act on its behalf are further enjoined from retaliating against any employee of Defendant who complains of discrimination, as set forth in the following provision:

It shall be an unlawful employment practice for an employer to discriminate against any of his employees ... because he has opposed any practice made an unlawful employment practice by this subchapter, or because he has made a charge, testified, assisted, or participated in any manner in an investigation, proceeding, or hearing under this subchapter.

42 U.S.C. § 2000e-3(a).

3. Within ten days after entry of this Decree, Defendant will pay a total amount of \$17,500 to Minerva Matos, consisting of \$2,500 in back wages and \$15,000 in compensatory damages, in full settlement of this case. Defendant will issue a W-2 form and a Form 1099 to Ms. Matos reflecting these two payments respectively.

4. Within 90 days after the entry of this Decree, all employees of Defendant, shall be required to attend a training program lasting at least two hours for managers and at least one hour for non-managerial employees regarding equal employment opportunity rights and responsibilities, with a focus on national origin discrimination and retaliation. All new management employees will receive the training described above within 30 days of hire or promotion. This will be in place for a six month period of time. Within seven days after each component of the training described above has been completed, Defendant will provide certification to Commission counsel that such training has been provided, including the identity of the provider, the date and location of the training, the name(s) of the trainee(s), and the number of hours of training.

5. Upon approval of this Decree, Defendant will post immediately in all places where notices are customarily posted for the employees, the Notice attached hereto as Exhibit A and made a part hereof. Said Notice shall be posted and maintained for a period of six months from the date of posting and shall be signed by a responsible official of Defendant with the date of actual posting shown thereon. Should the Notice become defaced, marred, or otherwise made unreadable, Defendant will ensure that new readable copies of the Notice are posted in the same manner as heretofore specified. Within 30 days of approval of this Decree, Defendant shall forward to the EEOC's attorney of record a copy of the signed Notice attached hereto and written

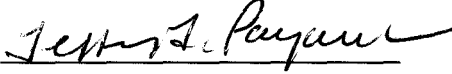
certification that the Notice referenced herein has been posted and a statement of the location(s) and date of posting.

6. The Commission and Defendant shall bear their own costs and attorneys' fees.

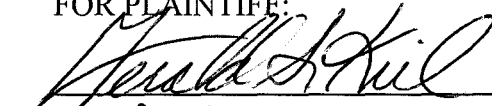
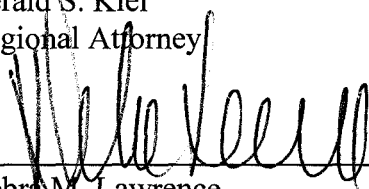
7. This action is dismissed with prejudice and the Clerk of the Court is directed to remove this action from the Court's docket.


The undersigned counsel of record in the above-captioned action hereby consent, on behalf of their respective clients, to the entry of the foregoing Consent Decree.

FOR DEFENDANT:


Jeffrey J. Pargament, Esq.
Piliero, Mazza & Pargament, PLLC
Farragut Square
888 17th Street, NW, Suite 1100
Washington, DC 20006

FOR PLAINTIFF:


Gerald S. Kiel
Regional Attorney

Debra M. Lawrence
Supervisory Trial Attorney


Maria Salacuse
Trial Attorney

EQUAL EMPLOYMENT OPPORTUNITY
COMMISSION
Baltimore District Office
10 S. Howard Street, 3d Floor
Baltimore, Maryland 21201
(410) 962-4341

SO ORDERED.

Signed and entered this ____ day of _____, 2004.

United States District Court Judge



EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

This Notice is being posted as part of an agreement between the Equal Employment Opportunity Commission ("EEOC") and Sligo Creek Nursing & Rehabilitation Center, Inc. ("Sligo Creek").

Under Section 703(a) of Title VII, it is unlawful for an employer to "discriminate against any individual with respect to his [or her]... terms, conditions, or privileges of employment because of such individual's ... national origin" 42 U.S.C. §2000e-2(a).

Under Section 704(a) of Title VII, "it shall be an unlawful employment practice for an employer to discriminate against any of his employees ... because he [or she] has opposed any practice made an unlawful employment practice by this subchapter, or because he has made a charge, testified, assisted, or participated in any manner in an investigation, proceeding, or hearing under this subchapter." 42 U.S.C. §2000e-3(a).

Therefore, in accordance with the applicable law:

SLIGO CREEK WILL NOT engage in any acts or practices made unlawful by the above sections.

SLIGO CREEK WILL NOT engage in any discrimination on the basis of national origin.

SLIGO CREEK WILL NOT retaliate against employees for complaining about discrimination.

Sligo Creek's policy provides that persons who believe that they have been subjected to unlawful discrimination may report it to their supervisor, department manager or Administrator. In addition, Sligo Creek's Human Resources office may be contacted.

If you have a complaint of employment discrimination or questions regarding laws prohibiting employment discrimination, you may seek assistance from the EEOC by visiting the EEOC's Baltimore District Office at 10 S. Howard Street, 3rd Floor, Baltimore, Maryland 21201 or by calling (410) 962-3932. General information may also be obtained on the Internet at www.eeoc.gov.

Bob Spencer, Administrator
Sligo Creek Nursing & Rehabilitation Center, Inc.

Date Posted: