

(1) Harassment Based on Sex

An auto dealership was a gauntlet of harassment for two female employees subjected to offensive physical conduct, sexual invitations, pornography, dirty jokes, and loud discussions about masturbation by their male colleagues. After complaining to management, one of the two employees was told she had to improve her attitude or be fired. Eventually, the workplace became so abusive that the two women had no choice but to quit their jobs. The EEOC took the case to trial, and a jury ruled in favor of both claimants on the harassment allegation and one of them on constructive discharge, awarding them backpay and compensatory and punitive damages totaling \$132,000 (later reduced for one claimant due to the \$50,000 statutory cap on damages). *EEOC v. RPM Auto Sales, Inc.* (E.D. Mich. Dec. 15, 2003).

Pornography, dirty jokes and graphic sexual language, and unwanted touching should not be the price a worker has to pay to keep her job