

UNITED STATES DISTRICT COURT  
FOR THE EASTERN DISTRICT OF MICHIGAN  
SOUTHERN DIVISION

02 - 72797

EQUAL EMPLOYMENT OPPORTUNITY )  
COMMISSION, )

Plaintiff, )

v. )

SERVICING SOLUTIONS, L.L.C. )

Defendant. )

CASE NO. ~~GEORGE E. WOODS~~

HONORABLE  
MAGISTRATE JUDGE CARLSON

COMPLAINT AND JURY  
TRIAL DEMAND

NATURE OF THE ACTION

This is an action under Title VII of the Civil Rights Act of 1964 and Title I of the Civil Rights Act of 1991 to correct unlawful employment practices on the basis of sex, and to provide appropriate relief to Carolyn Pritchard who was adversely affected by such practices. The EEOC alleges that Defendant's Vice President, Joseph Adorjan, subjected Pritchard, who he directly supervised, to a sexually hostile work environment, quid pro quo sexual harassment, and demoted Pritchard when she rejected his request for sex. The Defendant, failed to take reasonable care to prevent the harassment.

U.S. DISTRICT COURT  
EAST DISTRICT OF MICHIGAN  
SOUTHERN DIVISION  
2007 JUN 9 10 31 AM  
FILED

JURISDICTION AND VENUE

1. Jurisdiction of this Court is invoked pursuant to 28 U.S.C. §§ 451, 1331, 1337, 1343, and 1345. This action is authorized and instituted pursuant to Sections 706(f)(1) and (3) and 707(e) of Title VII of the Civil Rights Act of 1964, as amended, 42 U.S.C. 2000e-5(f)(1) and (3) and 42 U.S.C. 2000e-6(e) ("Title VII"), and Section 102 of the Civil Rights Act of 1991, 42 U.S.C. § 1981a.

2. The employment practices alleged to be unlawful were and are now being

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committed within the jurisdiction of the United States District Court for the Eastern District of Michigan, Southern Division.

3. Plaintiff, the Equal Employment Opportunity Commission (“EEOC” or “Commission”), is the agency of the United States of America charged with the administration, interpretation, and enforcement of Title VII, and is expressly authorized to bring this action by Section 706(f)(1) and (3) and 707(e) of Title VII, 42 U.S.C. §§ 2000e-5(f)(1) and (3), and 2000e-6(e).

4. At all relevant times, Defendant, Servicing Solution, L.L.C. (“Employer”), has continuously been a corporation doing business in the State of Michigan and the City of Southfield, and has continuously had at least 15 employees.

5. At all relevant times, Defendant Employer has continuously been an employer engaged in an industry affecting commerce within the meaning of Sections 701(b), (g), and (h) of Title VII, 42 U.S.C. §§ 2000e(b), (g), and (h).

#### STATEMENT OF CLAIMS

6. More than thirty days prior to the institution of this lawsuit, Carolyn Pritchard filed a charge with the Commission alleging violations of Title VII by Defendant Employer. All conditions precedent to the institution of this lawsuit have been fulfilled.

7. Since June 1997, Defendant Employer has engaged in unlawful employment practices at its Southfield, Michigan facility, in violation of Section 703(a), 42 U.S.C. § 2000e-2(a). The Defendant’s unlawful employment practices include the following:

a. Sexually explicit and vulgar comments directed at Pritchard by Joseph Adorjan, Vice President, include the following:

1. Whether she lets her husband suck milk from her breast;

2. Asking if Pritchard would “get naked” in response to her request to leave work early;
3. Stating to Pritchard that he wished he had seen her in her with the back of her hospital gown open;
4. Following a biopsy, stating to Pritchard he could see her breasts weren’t sick anymore;
5. Stating to Pritchard that if an asteroid were headed for Earth, he would throw her down on the desk and “go at it”;
- b. Demoting Pritchard when she rejected Adorjan’s direct request that she have sex with him.
8. The effect of the pattern and practice of conduct complained of in paragraph 7 above has been to deprive Pritchard of equal employment opportunities and otherwise adversely to affect her status as an employee because of her sex.
9. The unlawful employment practices complained of in paragraph 7 above were and are intentional.
10. As the result of the unlawful employment practices, Pritchard has suffered emotional pain, suffering, inconvenience, mental anguish, loss of enjoyment of life.
11. The unlawful employment practices complained of in paragraph 7 above were and are done with malice or with reckless indifference to the federally protected rights of Pritchard.

#### PRAYER FOR RELIEF

Wherefore, the Commission respectfully requests that this Court:

- A. Grant a permanent injunction enjoining Defendant Employer, its officers,

successors, assigns, and all persons in active concert or participation with it, from engaging in sexual harassment and any other employment practice which discriminates on the basis of sex.

B. Order Defendant Employer to institute and carry out policies, practices, and programs which provide equal employment opportunities for women, and which eradicate the effects of its past and present unlawful employment practices, including institution of a training program.

C. Order Defendant Employer to make whole Pritchard, and similarly situated individuals by providing compensation for past and future pecuniary losses resulting from the unlawful employment practices described in paragraph 7 above in amounts to be proven at trial.

D. Order Defendant Employer to make whole Pritchard, by providing compensation for past and future nonpecuniary losses resulting from the unlawful practices complained of in paragraph 7 above in amounts to be proven at trial.

E. Order Defendant Employer to pay Pritchard, punitive damages for its malicious or reckless conduct described in paragraph 7 above, in amounts to be proven at trial.

F. Grant such further relief as the Court deems necessary and proper in the public interest.

G. Award the Commission its costs of this action.

JURY TRIAL DEMAND

The Commission requests a jury trial on all questions of fact raised by its complaint.

Respectfully submitted,

EQUAL EMPLOYMENT OPPORTUNITY  
COMMISSION

NICHOLAS INZEO

Acting General Counsel

7/8/02  
DATE

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