

- **EEOC v. Consolidated Chemical Corp. d/b/a Tri-Chem Corp.**  
No. 05-40304 (E.D. Mich. Nov. 7, 2005)

The Detroit District Office filed this Title VII suit alleging that defendant, a manufacturer and seller of floor coating, sealant, specialized tooling, and industrial cleaning supplies, subjected female telephone sales representatives to a sexually hostile work environment, resulting in the constructive discharge of one woman, and discharged another woman for complaining about the work environment. Defendant's management staff consisted entirely of men, while the sales representatives were almost exclusively female. Defendant's male managers and defendant's training manual instructed female sales representatives to use sex over the phone to "warm up" male customers to buy defendant's products. Defendant encouraged women to make sexual jokes, tell sexually explicit stories, and promise to send customers explicit pictures of themselves or calendars of scantily clad or nude women. One woman quit when, after complaining about the sexual banter requirement, she was told by a manager to "just be my parrot and say everything I say." Another woman was discharged after telling her immediate manager that she would not recite sales lines she found offensive.

Three women will share \$125,000 in monetary relief under the 1-year consent decree resolving this case. The decree provides that defendant has rescinded the training manual that the EEOC challenged, so advised its employees, and replaced the manual with a new one. The decree requires defendant to comply with Title VII, including the requirements regarding sexual harassment. Defendant is required to revise its sexual harassment policy to include a clearly-defined procedure for reporting sexual harassment and specific contact information for making a complaint.