

- **EEOC v. Micro Pacific Development, Inc., dba Saipan Grand Hotel and Asia Pacific Hotels, Inc., dba Saipan Grand Hotel**  
No. 04-0028 (D. N. Mar. 1. Dec. 23, 2005)

The San Francisco District Office filed this Title VII case alleging that Micro Pacific Development (MPD), a corporation that operates upscale hotels on the island of Saipan, subjected charging party and other female kitchen workers to egregious sexual harassment at the Saipan Grand Hotel. In 1997, MPD assigned charging party, an assistant cook, to work the early evening shift with a newly hired male assistant chief cook. On a daily basis, the assistant chief cook touched charging party's breasts and buttocks and made unwelcome sexual comments. He frequently asked her for sexual favors. The harassment ceased after charging party complained to her supervisor, but resumed when the supervisor left the company in 2001 and by 2002 it had escalated to include a number of sexual assaults and at least one attempted rape. After the attempted rape, charging party told her supervisor that assistant chief cook had touched and harassed her and that she could no longer work with him. MPD conducted an investigation and suspended the assistant chief cook for 5 days without pay and forced him to write a letter of apology to charging party. When MPD refused to transfer the assistant chief cook to another department, charging party transferred to housekeeping so she would not have to come into contact with him. The assistant chief cook's contract with MPD expired in July 2003 and was not renewed.

Under the 3-year consent decree resolving this case, MPD will pay \$175,000 in compensatory damages to charging party and three other women. The charging party will receive \$100,000 and the other women \$30,000, \$30,000, and \$15,000. After the EEOC filed suit, MPD sold the Saipan Grand Hotel to Asia Pacific Hotels, Inc. (APHI), which participated in the settlement talks and signed the decree as MPD's successor. The decree provides that APHI will revise its complaint procedure to encourage employees to come forward with complaints of sexual harassment and/or retaliation. APHI is prohibited from employing the assistant chief cook again, or using him as an independent contractor. MPD represents in the decree that it will dissolve in approximately January 2006. If it does not complete dissolution by February 28, 2006, or if it reestablishes its business, it will undertake specific injunctive relief set forth in the decree and will be prohibited from ever employing or contracting with the assistant chief cook.