

- **EEOC v. Ernst & Young, LLP**
No. 03-CV-4277 (D.N.J. March 5, 2005)

The Philadelphia District Office alleged that Ernst & Young, a large accounting firm with offices in 140 countries, retaliated against a female employee at its Lyndhurst, New Jersey facility because she complained about offensive sexual conduct by her female supervisor. Charging party was a manager in defendant's technical support services division. After she first complained that her female supervisor was sexually harassing her, defendant gave charging party a significantly lower than usual performance rating and revoked her flexible work schedule. Charging party filed a second internal complaint, calling attention to retaliation she was experiencing, and a few days later was placed on a performance improvement plan. Charging party filed a charge with the EEOC and defendant terminated her less than a week later. Under the 2-year consent decree resolving the case, the charging party will receive \$125,000 in monetary relief.