

- **EEOC v. Bell Gas Inc., A-X Propane, Inc., Cortez Gas Co., Black Gold Energy Corp., dba A-X Express Mart and Conoco #155**
No. CIV-02-1090 WPJ/ACT (D. N.M. Apr. 6, 2004)

The Phoenix District Office filed this Title VII action, alleging that defendant gas companies created a hostile work environment for CP, a 20-year-old female gas station cashier, when they failed to discipline her immediate supervisor, a 47-year-old manager, who sexually harassed and raped her. The complaint further alleged that defendants retaliated against CP for complaining about the harassment, which led to her termination or constructive discharge. Six months after CP began employment with defendants, the gas station manager inappropriately touched CP on her breasts and body over her objections. Soon thereafter, he summoned her to his office located at a separate facility, and when she arrived he requested oral sex and then raped her when she refused. CP filed an internal complaint with defendants and requested a job transfer to another location. Defendants agreed to the transfer but after CP moved, they did not return her calls or assign her to a position at the new location. After three months of unreturned calls, CP obtained another job. The case was resolved by a two-year consent decree that requires defendants to pay \$180,000 to CP (\$120,000 of which is payable over a 5-year period and secured by a mortgage lien on defendants' real property).