

- **EEOC v. Valentino Las Vegas, LLC, Valentino Santa Monica, LLC, Giorgio Caf, & Ristorante**  
No. CV-S-04-1357-JCM-PAL (D. Nev. Oct. 13, 2005)

The Los Angeles District Office sued three Italian restaurants as an integrated enterprise, alleging that supervisors at one of the restaurants, Valentino Las Vegas, subjected female hostesses and food servers to sexual harassment so intolerable as to result in the constructive discharge of two of the women. The conduct included sexual propositions, intrusive physical acts, and making derogatory sexual statements about the women to customers.

Under the 3-year consent decree resolving this case, five women will share \$600,000 in damages for emotional distress, to be allocated amongst them at the EEOC's discretion. The decree requires designation or retention of an Equal Employment Opportunity Consultant to implement and monitor defendants' compliance with Title VII and the decree. The decree dismisses Valentino Las Vegas from the suit with prejudice (subject to continuing jurisdiction for decree enforcement purposes), but provides that EEOC will send letters inquiring about sexual harassment to women previously employed at Valentino Santa Monica and Giorgio Caf, & Ristorante. If the EEOC notifies the court that it has received credible claims of sexual harassment from former employees of those restaurants, the remaining parties will engage in good faith efforts to resolve the claims. If the claims cannot be resolved informally, the EEOC reserves the right to reinstate proceedings against the remaining defendants as to the new claimants. If the EEOC does not find any credible claims of sexual harassment, the remaining defendants will be dismissed with prejudice.