

In a case brought against an upstate New York a computer parts manufacturer, EEOC alleged that Native American employees were subjected to frequent name-calling, war whoops, and other derogatory statements (comments about being "on the warpath" and about scalplings, alcohol abuse, and living in tepees). The employees complained to several supervisors and the Human Resources Department, and the offending employees were occasionally warned, but the hostile environment continued. A consent decree provides a total of \$200,000 to victims and enjoins future national origin discrimination. Further, the company must actively recruit Native Americans for available positions, implement and publish a policy and procedure for addressing national origin harassment and retaliation that includes an effective complaint procedure, and report to EEOC on complaints of retaliation and harassment based on Native American heritage. EEOC v. Dielectric Labs., Inc. (N.D.N.Y. Nov. 17, 2004).