

- **EEOC v. EGW Temporaries, Inc.**

No. 00 CIV 833S (W.D.N.Y. Sept. 1, 2005)

In this Title VII suit, the New York District Office alleged that defendant, a Buffalo, New York employment agency, unlawfully coded applicants by race and gender and referred applicants for employment by race and gender. The case arose from a Commissioner's Charge, and three clients of defendant, against whom Commissioner Charges had been filed based on their discriminatory requests to defendant, consented to the court's jurisdiction for purposes of the consent decree.

Under the 5-year consent decree resolving this case, defendant EGW will pay \$285,000 into a Claim Fund to be distributed among qualified claimants identified by the Commission in accordance with the decree, and the three clients Sorrento Cheese, Inc., Festival Salad Corp., and James Desiderio, Inc. will pay \$50,000 in administrative costs. Potential claimants are black or female individuals who received a W2 from EGW at any time from January 1, 1994, through April 30, 1996. The decree provides that EGW will not use race and/or sex in making employment referrals and will comply with Title VII. Throughout the term of the decree, EGW will retain an outside contractor, approved by EEOC, to provide annual training regarding lawful interviewing, screening, and hiring procedures to all employees responsible for such functions. EGW will also publish and implement an antidiscrimination policy and procedure explaining prohibited conduct, describing the internal complaint process, protecting confidentiality of individuals who file complaints, and providing for the prompt, thorough, and effective investigation of complaints.