

- **EEOC v. Rochdale Village**

No. CV-03-6343 (E.D.N.Y. Feb. 3, 2004)

The New York District Office filed this Title VII gender discrimination suit, alleging that defendant, a housing complex, refused to select female applicants for permanent or long-term positions as groundskeepers and maintenance workers because of their sex. In addition, defendant failed to maintain employment records as required by law.

The case settled pursuant to a two-year consent decree that requires defendant to pay a total of \$90,000 into a Claims Fund to be divided among individuals who applied or were refused an application for groundskeeper and maintenance worker positions. In addition, defendant will offer the two charging parties the next openings for groundskeeping or maintenance positions at the Rochdale Village site so long as they meet any pre-employment or job performance requirements. Defendant is prohibited from discriminating against any applicant or employee on the basis of sex and from retaliation. Further, defendant will provide at least four hours of training regarding federal employment discrimination law for its management employees and at least one hour of training shall be dedicated to the prevention of sex discrimination. Thereafter, defendant shall provide at least two hours of EEO training by an EEOC-approved outside instructor to all persons hired or promoted into management positions. Defendant will submit periodic reports to EEOC providing the name, gender, date of application, contact information, and hiring, promotion, and termination data for each person working in the maintenance and groundskeeping job classification at Rochdale during the reporting period. Additionally, defendant must maintain all records of applicants for employment for at least one year from the date of application.