

- **EEOC v. Simat, Helliesen & Eichner, Inc., and Reed Elsevier, Inc.**
No. 97 Civ. 7168 KMW (S.D. N.Y. February 14, 2002)

The New York District Office alleged in this Title VII lawsuit that defendant Simat, Helliesen & Eichner (SH&E), an airline consulting firm and a former affiliate of defendant Reed Elsevier, a multinational publishing company, subjected five female employees working in clerical and professional jobs to a sexually hostile work environment at its Manhattan headquarters. Four of the claimants contended that they were harassed by SH&E's former president when he put his hand in his crotch while talking to female employees, stared at women's breasts and initiated conversations of a sexual nature. The former president's secretary was discharged in retaliation for complaining of the harassment and SH&E's Finance Director was forced to quit her job because she could no longer tolerate the working conditions. A fifth female employee was harassed primarily by a male co-worker who referred to her as a "stupid bitch" and "fucking moron" and discussed his sexual prowess.

To finally resolve EEOC's lawsuit and a related private suit filed by the claimants, defendant agreed to a consent decree which provides for a total payment of \$2.3 million, including attorneys' fees and costs, to the four women harassed by SH&E's former president. (EEOC resolved the co-worker harassment claim of the fifth claimant for \$150,000 through a separate consent decree entered in June 2002.) Pursuant to the decree, defendants will not discriminate against any individual because of sex or subject any employee to sexual harassment, and will not retaliate against any individual who asserts rights under Title VII. Defendants agree to adopt appropriate measures to ensure compliance with Title VII, including implementing a sexual harassment training program for all U.S. management personnel. SH&E's former president (now Chairman and CEO) will attend the management training as well as an additional training program relating to sexual harassment and retaliation. SH&E also agreed to make reasonable efforts to actively seek qualified female candidates for professional positions.