

The U.S. Equal Employment Opportunity Commission

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EEOC AND GEORGE JUNIOR REPUBLIC SETTLE SEX-BASED WAGE DISCRIMINATION LAWSUIT

Court Orders \$280,000 for Victims and Injunctive Relief

PITTSBURGH - The U.S. Equal Employment Opportunity Commission (EEOC) and George Junior Republic (GJR) have settled a lawsuit filed under Title VII of the Civil Rights Act of 1964 alleging that at least six female employees were paid lower wages than their male counterparts and then were retaliated against and subjected to a hostile work environment because they complained about the wage discrepancy.

According to EEOC's suit, filed in the U.S. District Court for the Western District of Pennsylvania, six female counselor parents at GJR, a residential home for boys between the ages of eight and eighteen who have been committed by the courts for rehabilitation, and others were denied the same opportunities to work overtime and to obtain additional assignments as were provided to male counselor parents. Five of the women were forced to resign because of intolerable working conditions. GJR does not admit to any Title VII violation.

As a result of the settlement, all females affected by the alleged discriminatory actions will share a total of \$280,000. GJR also will be required to post notices affirming its obligation to comply with the provisions of Title VII as well as provide EEO training to its personnel director and managers and supervisors.

"The EEOC will not tolerate gender discrimination of any kind," said EEOC Chairwoman Ida L. Castro. "These women were entitled to a paycheck that was equal to that of their male counterparts who were performing the same work. We encourage all employers to review their wage practices and correct those inequities. We are pleased that we were able to arrive at a satisfactory settlement."

Jacqueline McNair, the acting head attorney in the EEOC's Philadelphia office, added, "It has always been one of our goals to educate employers about their obligations under EOC-enforced laws. This case shows the consequences to an employer of not being responsive to the complaints of employees. As a result of this litigation, GJR must assure that it conducts prompt and effective investigations into internal employment discrimination complaints."

In addition to enforcing Title VII, which prohibits discrimination on the basis of race, sex, color, national origin, and religion, the EEOC enforces the Age Discrimination in Employment Act, the Equal Pay Act, Title I of the Americans with Disabilities Act, and sections of the Civil Rights Act of 1991. Further information about the Commission is available on the agency's web site at www.eeoc.gov.

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