

- **EEOC v. PJAX, Inc.**

No. 03-0759 (W.D. Pa. November 25, 2003)

In this Title VII action, the Philadelphia District Office alleged that defendant, an interstate trucking and freight firm, permitted widespread sexual harassment of charging party and other female employees at its Gibsonia, PA headquarters. Specifically, defendant's owners and managers used vulgar and sexually derogatory names to refer to charging party and other female employees, required them to perform personal chores for the owners such as picking up their laundry and cleaning their cars, and generally yelled and cursed at them. Despite charging party's complaints for over a year, no corrective action was taken; finally, charging party was demoted, causing her to resign. By a two-year consent decree, defendant has agreed to pay \$300,000 in compensatory damages to the charging party and a pro rata distribution of \$200,000 to four female claimants. Defendant is enjoined from subjecting female employees to sexual harassment or any derogatory treatment that creates an unlawful hostile work environment. Defendant also agreed to revise its anti-discrimination policy to include a grievance process, confidential investigation procedures, and anti-retaliation provisions. Additionally, defendant will institute EEO training provided by an outside source and, in accordance with a consent decree resolving a suit brought by the Baltimore District Office, hire a human resources specialist who will investigate sexual harassment and gender-based disparate treatment complaints.