

- **EEOC v. Resources for Human Development, Inc.**

No. 02-7476 (E.D. Pa. Mar. 24, 2003)

In this Title VII action, the Philadelphia District Office alleged that defendant subjected charging party, a female life skills instructor and house counselor, to same-sex sexual harassment, retaliation, and constructive discharge. Defendant is a large, diversified social service organization located in Philadelphia, PA that sponsors programs in nine states for people with mental disabilities. According to the charging party and employee witnesses, a female site manager, who had transferred and become CP's supervisor, frequently made sexual advances and sexually derogatory remarks to CP such as "I can lick your p sy better than your husband." Although CP repeatedly informed her supervisor that she was not interested, the harassment continued. Following CP's complaint to human resources, she was removed from the supervision of the harasser, but the harasser continued to monitor CP's work and treated her with hostility. Suffering acute depression and anxiety, CP applied for leave under the Family and Medical Leave Act and attached her doctor's certification indicating that CP's condition was the result of the sexual harassment at work. Defendant denied her leave request and ordered CP to have her doctor delete any references to the sexual harassment in his report. CP refused and after being out of work for several weeks without pay was discharged. Through a consent decree, defendant will pay \$3,000 in back pay and \$87,000 in compensatory damages to CP. Defendant is enjoined from sexually harassing or retaliating against any employee and agrees to draft and distribute policies and procedures in English and Spanish addressing discrimination, harassment, and retaliation, and to revise its EEO policy to advise employees of their right to file charges with the EEOC.