


**IN THE UNITED STATES DISTRICT COURT
FOR THE MIDDLE DISTRICT OF PENNSYLVANIA**

**EQUAL EMPLOYMENT
OPPORTUNITY COMMISSION,**)
)
)
 Plaintiff,)
)
ELIZABETH STRAUSE,)
)
 Plaintiff-Intervenor)
)
)
 vs.)
)
)
NORTHWEST SAVINGS BANK and)
NORTHWEST BANCORP, INC.,)
)
 Defendants)

CIVIL ACTION NO.: 07-cv-01298

Honorable Christopher C. Conner

FILED
HARRISBURG, PA
JUN 26 2008
MARY E. D'ANDREA, CLERK
Per  **Deputy Clerk**

CONSENT DECREE

Introduction

A. This action was instituted by the U.S. Equal Employment Opportunity Commission ("EEOC" and/or "the Commission") on or about July 17, 2007 against Northwest Savings Bank and Northwest Bancorp, Inc. ("Northwest Defendants" and/or "Defendants") to enforce provisions of Title VII of the Civil Rights of 1964, as amended, 42 U.S.C. § 2000e et seq. ("Title VII"). In its Complaint, the Commission alleged that Defendants subjected Charging Party, Elizabeth Strause, to a sexually hostile work environment, which included sexually offensive comments, derogatory comments about women and inappropriate touching by the Manager of a branch of Northwest Savings Bank. The Commission further alleged that Ms. Strause was subjected to retaliation after she complained about the discrimination and that Ms. Strause suffered severe emotional distress and damages. The Northwest Defendants filed an Answer to the EEOC's Complaint in which they denied the material allegations of the

Complaint, including the allegations of the existence of a sexually hostile work environment and retaliation against M. Strause.

B. This Consent Decree is entered into by and shall be final and binding between the EEOC and Northwest Defendants.

C. The Commission and Northwest Defendants agree to the entry of this Consent Decree, which shall fully and finally resolve all claims the EEOC raised in its Complaint in Civil Action No.07-cv-01298 (CCC). This Consent Decree shall not constitute either an adjudication of or finding on the merits of the complaint and shall not be construed as an admission by Defendants of any violation of Title VII or any allegation of the EEOC's Complaint.

Findings

D. Having carefully examined the terms and provisions of this Consent Decree, and based on the pleadings, record and stipulations of the parties, the Court finds: (1) it has jurisdiction of the parties and subject matter jurisdiction of this action; and (2) the terms of this Decree are fair, reasonable, equitable and just, and adequately protect the rights of the parties, and the public interest.

NOW, THEREFORE, IT IS ORDERED, ADJUDGED AND DECREED THAT:

Non-Discrimination and Non-Retaliation

1. This Court has jurisdiction over the parties and subject matter of this action.
2. Defendants agree they shall continue to comply with Title VII, including its prohibitions against harassment on the basis of sex.
3. Defendants agree that they shall not engage in any employment practices which retaliate in any manner against any person, including but not limited to Elizabeth Strause because of their opposition to any practice made an unlawful employment practice under Title VII or

because either person has made a charge, testified, assisted or participated in any manner in an investigation, proceeding or hearing under Title VII.

4. Defendants shall only divulge to any identifiable employer or potential employer of Elizabeth Strause her start date, position title, final salary and end date and indicate that such limited disclosure is part of its business practice.

5. Nothing in this Consent Decree, either by inclusion or exclusion, shall be construed to limit the obligations of Defendants under Title VII or the EEOC's authority to process or litigate any charge of discrimination now pending or filed in the future against Defendants.

Monetary Relief

6. No later than 15 days after receipt of a Release executed by Ms. Strause, Defendants agree to pay the sum of One Hundred Twenty-Five Thousand Dollars (\$125,000.00) to Ms. Strause in full settlement of the claims raised on her behalf against Defendants in the EEOC's Complaint and in consideration of dismissal of said claims, including any and all claims for compensatory damages, attorney fees and costs. The monetary relief paid to Ms. Strause shall not be construed as an admission by Defendants of any violation of Title VII or any allegation of the EEOC's Complaint. This amount shall be paid in full satisfaction for all claims for compensatory damages and separately reported on IRS 1099 forms and any other required federal, state and/or local tax reporting forms issued to Ms. Strause. The check will be mailed to either Ms. Strause at her residence or to her private attorney's office with a copy mailed within five business days thereafter to the attention of Stephanie Marino, Trial Attorney, EEOC, 801 Market Street, Penthouse, Suite 1300, Philadelphia, PA 19107. In order to receive this monetary relief, Ms. Strause must execute a Release, to be negotiated separately. Late payment of the

check will be subject to the accrual of interest on the unpaid amount, calculated pursuant to 28 U.S.C. § 1961.

Posting of Notice

7. Within 20 business days after entry of this Decree, Defendants shall post at its Northwest Myerstown and Schaefferstown branches on all bulletin boards, used by Defendants for communicating with employees, same-sized copies of the Notice attached as Exhibit A to this Decree. The Notice shall remain posted for two (2) years from the date of entry of this Decree. Defendants shall forward a certification that the Notice has been posted and dates of posting within 30 days after entry of this Decree to Stephanie Marino, Trial Attorney, EEOC, 801 Market Street, Penthouse, Suite 1300, Philadelphia, PA 19107. If posted copies become defaced, removed, marred or otherwise illegible, Defendants agree to post a readable copy in the same manner as heretofore specified.

Non-Discrimination and Anti-Harassment Policies and Complaint Procedures

8. Defendants agree to disseminate their policy against discrimination, harassment and retaliation and complaint procedures via computer distribution. Defendants shall ensure that its policy or policies against discrimination, harassment and retaliation and related complaint procedures meet the following minimum criteria:

(a) state that Defendants: (i) prohibits discrimination against employees on the basis of sex, and prohibits retaliation in violation of Title VII; (ii) prohibits retaliation against employees for opposing employment practices they reasonably believe are discriminatory or for participating in an investigation by the EEOC or a state or local governmental agency of a charge of discrimination under Title VII; (iii) prohibits any act, policy or practice that has the effect of harassing or intimidating any employee on the basis of sex, in violation of Title VII; and (iv) prohibits any act, policy or practice that has the effect of creating, facilitating or permitting the

existence of a work environment that is hostile to employees through acts such as physical/verbal abuse and derogatory comments based on sex, in violation of Title VII;

(b) include a complaint procedure designed to encourage employees to come forward with complaints regarding violations of its policy or policies against discrimination, harassment and retaliation, which shall meet the following minimum criteria: (i) provide effective mechanism(s) for reporting incidents of discrimination, harassment and retaliation; (ii) provide that the complaints of discrimination, harassment and/or retaliation can be made either in writing or verbally; (iii) identify an employee or employees at Defendants' worksite(s), to whom an employee can make a complaint; (iv) encourage prompt reporting by employees; and (v) provide assurances that complainants shall not be subjected to retaliation;

(c) provide for prompt investigation of complaints of harassment and/or retaliation;

(d) provide for prompt communication to the complaining party of the results of the investigation and any remedial actions taken or proposed; and

(e) provide for discipline up to and including discharge of an employee or supervisor who violates Defendants' policy or policies against discrimination

9. Defendants shall distribute to all of its employees and newly-hired employees, its policy or policies against discrimination, harassment and retaliation within 30 days after entry of this Consent Decree.

10. Within 90 days after entry of this Consent Decree, Defendants shall advise Stephanie Marino, Trial Attorney, EEOC's Philadelphia District Office, that its policy or policies against discrimination, harassment and retaliation have been distributed to current employees, including temporary employees, via computer with acknowledgements from each employee and that new employees, including temporary employees, will receive these policies and an

opportunity to acknowledge receipt. Defendants will retain copies of any acknowledgment of receipt form for an employee in the employee's personnel file.

11. Defendants shall annually for the duration of the Consent Decree distribute a copy of its policy or policies against discrimination, harassment and retaliation via computer to each employee.

Supervisor Accountability

12. Defendants shall promote supervisor accountability by the following conduct:

- (a) providing annual anti-discrimination training to all of its supervisory and managerial personnel as set forth in Paragraphs 13;
- (b) disciplining, up to and including discharge, any supervisor or manager who violates Defendants' policy or policies against discrimination, harassment and retaliation; and
- (c) imposing on all managers and supervisory personnel a duty to administer their work areas to ensure compliance with Defendants' policy against discrimination, harassment and retaliation; and
- (d) requiring all managers and supervisors to report any incidents and/or complaints of harassment and/or retaliation of which they become aware to the employee or employees designated to handle complaints of discrimination, harassment and retaliation.

Training

13. Defendants shall provide training on the requirements of Title VII as follows:

- (a) Defendants agree to provide annual training sessions for any employee or employees at its Northwest Savings Bank and Northwest Bancorp, Inc. work site(s) responsible for responding to Title VII complaints made at Northwest Savings Bank and Northwest Bancorp, Inc. by a vendor, individual and/or firm approved by the EEOC, including the law firm of Knox, McLaughlin, Gornall & Sennett, P.C. The training will cover employee rights and employer

obligations under both Title VII and relevant state or local anti-discrimination laws, and will emphasize what constitutes unlawful harassment and discrimination in the workplace, how to keep the company free from such discrimination, what constitutes unlawful retaliation, and will summarize how to conduct a prompt and effective investigation into allegations, complaints or charges of discrimination;

(b) Defendants shall first provide training in accordance with Paragraph 13(a) by no later than 90 calendar days after entry of this Consent Decree and also shall provide such training in calendar years 2009 and 2010.

14. Defendants shall obtain the EEOC's approval of its proposed trainer prior to each year's training sessions.

15. Defendants agree at its expense to provide the EEOC with copies of all pamphlets, brochures, outlines or other written materials provided to attendees of training sessions in 2008, 2009 and 2010. Even though the EEOC has approved of or designated a trainer to provide training for one year, it is not required to approve of or designate the same trainer for future training sessions.

16. For training sessions occurring in 2008, 2009 and 2010, Defendants shall certify to the EEOC in writing within 10 business days after the training sessions required by Paragraph 13 have occurred that the training has taken place and the personnel who attended. Such certification shall include: (i) the dates, location and duration of the training session; (ii) a copy of the registry of attendance, including the name and position of each person in attendance; and (iii) a listing of the employee or employees at Northwest Defendants work site(s), responsible for responding to Title VII complaints made at Northwest Defendants facilities as of the date of the training.

17. Defendants shall furnish to the EEOC the following written reports annually for a period of two (2) years following entry of this Decree with the first report due six months after entry of the Decree and the final report due twenty-four months after entry of the Decree. Each such report shall contain:

(a) a certification by Defendants that the Notice required to be posted by Paragraph 7 was posted during the six months preceding the report;

(b) a certification by Defendants that it has or will distribute the policy or policies against discrimination, harassment and retaliation annually to employees, and that Defendants have disseminated the policy against discrimination, harassment and retaliation to all new employees, including temporary employees, hired within the six-month period preceding the report;

(c) a certification that Defendants have complied with training requirements of this Consent Decree;

(d) a summary of any additional actions Defendants took to prevent discrimination, harassment and retaliation at the Northwest Myerstown and Schaefferstown branches during the six-month period preceding the report.

Dispute Resolution

18. In the event either party to this Decree believes the other party has failed to comply with any provision(s) of the Decree, the complaining party shall notify the other party of the alleged non-compliance within 20 days of the alleged non-compliance and afford the alleged non-complying party 20 business days to remedy the non-compliance or satisfy the complaining party that the alleged non-complying party has complied. If the alleged non-complying party has not remedied the alleged non-compliance or satisfied the complaining party that it has complied within 20 business days, the complaining party may apply to the Court for appropriate relief.

Miscellaneous Provisions

19. Each party to this Decree shall bear its own expenses, costs and attorneys' fees.

20. The terms of this Decree are and shall be binding upon the present and future representatives, agents, directors, officers, successors and assigns of Defendants in their capacities as representatives, agents, directors and officers of Defendants and not in their individual capacities. This paragraph shall not be construed as placing any limit on remedies available to the Court in the event any individual is found in contempt for a violation of this Decree.

21. This Consent Decree shall fully and finally resolve all claims which were raised by the EEOC in its Complaint in Civil Action No. 07-cv-01298 (CCC).

22. This Consent Decree shall be filed in the United States District Court for the Middle District of Pennsylvania and shall continue in effect for two (2) years. During this time, this Court shall retain jurisdiction over this matter and the parties for purposes of enforcing compliance with the Decree, including issuing such orders as may be required to effectuate its purposes. Any application by any party to modify or vacate this Consent Decree during such period shall be made by motion to the Court on no less than 30 days' notice to the other party. Should any material disputes under this Decree remain unresolved after this two-year period, the term of the Decree shall be automatically extended (and the Court will retain jurisdiction of this matter to enforce the Consent Decree) until such time as all disputes have been resolved.

23. The Clerk of the District Court is hereby directed to send a file-stamped copy of this Consent Decree to counsel of record.

For Plaintiff EEOC:

Ronald S. Cooper
General Counsel

James L. Lee
Deputy General Counsel

Gwendolyn Young Reams
Associate General Counsel
Washington, D.C.

For Defendants Northwest Savings Bank
and Northwest Bancorp, Inc.:

EQUAL EMPLOYMENT
OPPORTUNITY COMMISSION

Jacqueline H. McNair by TKA
Jacqueline H. McNair
Regional Attorney

Terrence R. Cook
Terrence R. Cook
Supervisory Trial Attorney

Stephanie Marino
Stephanie Marino
Trial Attorney
EQUAL EMPLOYMENT OPPORTUNITY
COMMISSION
Philadelphia District Office
21 S. 5th Street, Suite 400
Philadelphia, PA 19106
(215) 440-2841

Richard A. Lanzillo
Richard A. Lanzillo, Esquire
KNOX, McLAUGHLIN, GORNELL
& SENNETT, P.C.
120 West 10th Street
Erie, PA 16501-1461
(814) 459-2800

By the Court: Christopher C. Connor
CHRISTOPHER C. CONNOR
U.S. DISTRICT JUDGE

Date: 6/26/08

EXHIBIT A
NOTICE TO NORTHWEST SAVINGS BANK AND NORTHWEST BANCORP, INC.
EMPLOYEES

This Notice is posted pursuant to a Consent Decree entered by the federal court for the Middle District of Pennsylvania in EEOC v. Northwest Savings Bank and Northwest Bancorp, Inc., Civil Action Number 07-cv-01298, resolving a lawsuit filed by the Equal Employment Opportunity Commission ("EEOC") against Northwest Savings Bank and Northwest Bancorp, Inc. ("Northwest Defendants").

Title VII of the Civil Rights Act of 1964, 42 U.S.C. § 2000e et seq., as amended ("Title VII"), prohibits discrimination against employees and applicants for employment based upon national origin, sex, race, color or religion. Title VII further prohibits retaliation against employees or applicants who avail themselves of their rights under Title VII by engaging in protected activities, such as filing a charge of discrimination and/or testifying or participating in a Commission investigation. The EEOC is the federal agency which investigates charges of unlawful employment discrimination. The EEOC has the authority to bring lawsuits in federal court to enforce Title VII.

In its lawsuit, the EEOC alleged that Northwest Defendants subjected a female employee to sexual harassment which created a hostile work environment and retaliation in violation of Title VII of the Civil Rights Act of 1964 ("Title VII"). The Northwest Defendants filed an Answer to the EEOC's Complaint in which they denied the material allegations of the Complaint, including the allegations of the existence of a sexually hostile work environment and retaliation.

To resolve the case, Northwest Defendants and the EEOC have entered into a Consent Decree which provides, among other things, that: (1) Northwest Defendants agree to pay monetary relief; (2) Northwest Defendants agree that it will not discriminate on the basis of sex; (3) Northwest Defendants will not retaliate against any person because he or she opposed any practice made unlawful by Title VII, filed a Title VII charge of discrimination, participated in any Title VII proceeding, or asserted any rights under the Consent Decree; and (4) Northwest Defendants will train any employee or employees at Northwest Defendants work site(s) with responsibility for responding to Title VII complaints made by Northwest Defendants employees, regarding discrimination, harassment and retaliation, and regarding its policy prohibiting discrimination, harassment and retaliation.

If you believe you have been discriminated against, you may contact the EEOC at (215) 440-2600. The EEOC charges no fees and has employees who speak languages other than English.

THIS IS AN OFFICIAL NOTICE AND MUST NOT BE DEFACED BY ANYONE

This Notice must remain posted for two (2) years from the date below and must not be altered, defaced or covered by any other material. Any questions about this Notice or compliance with its terms may be directed to the Regional Attorney, EEOC Philadelphia District Office, 801 Market Street, Penthouse, Suite 1300, Philadelphia, PA 19107.

U.S. Equal Employment Opportunity
Commission

Northwest Savings Bank and Northwest
Bancorp, Inc.

DATED: _____

DATED: _____