

- **Retaliation**

Employees who complain about or oppose employment discrimination are protected against retaliation under the laws enforced by the Commission. Retaliation can take many forms, including discharge, harassment, demotion, reduction in pay or other action that adversely affects employment. Because retaliation discourages individuals from asserting their rights, cases involving this issue are a priority in the Commission's enforcement program.

In *EEOC v. Red River Beverage Co.*, the jury returned a verdict, finding that a country and western dance hall fired an employee in retaliation for filing an EEOC charge alleging the dance hall discriminated against her because she was pregnant. The jury awarded her \$155,000 in damages.