

- **EEOC v. Craftex Wholesale and Distributors, Inc., & Ashcroft Leasing LLC**

No. 02-3021 (S.D. Tex. May 20, 2004)

This Title VII suit was brought by the Houston District Office, alleging that the male owner of defendant, a supplier of imported decorative items to interior decorating and other businesses, subjected male warehouse employees to a sexually hostile work environment. EEOC claimed that defendant's owner took advantage of the vulnerable employment status of young Hispanic males by requiring that they permit him to perform oral sex on them as a condition of keeping their jobs. By a five-year consent decree, defendant is required to pay a total of \$190,000 to class members identified by EEOC. Defendant is permanently enjoined from engaging in sexual harassment, making employment decisions for sexual purposes, and making employment decisions on the basis of gender. Defendant is also permanently enjoined from discussing the sexual behaviors of any of its current or former employees, and is prohibited from requiring any employee to enter the home of defendant's owner. Defendant will adopt a written sexual harassment policy, available in English and Spanish, that among other things will provide for a prompt investigation of sexual harassment complaints. The complaint procedure will provide the name and telephone number of the EEOC's representative, and defendant must forward all verbal or written complaints of sexual harassment and retaliation complaints to EEOC within three business days of receiving them. Finally, in addition to extensive reporting by defendant on sexual harassment complaints, EEOC will conduct periodic inspections of defendant's premises at least four times per year and whenever an employee's complaint merits an inspection.