

- **EEOC v. Williamson County Cablevision Co. d/b/a Cox Communications**

No. A-02-CV-341 (W.D. Tex. June 16, 2003)

The San Antonio District Office alleged in this Title VII lawsuit that defendant, a cable television provider and distributor, subjected charging party, a construction foreman, to a hostile working environment based on his national origin (Puerto Rican). From summer 1999 until he filed an EEOC charge in February 2001, charging party was called derogatory names such as "dirty Puerto Rican," "mother fucking spic," and "nigger" by a white coworker. The harasser also physically threatened charging party by picking up a metal pipe and gesturing at him. After filing his EEOC charge, charging party was told by defendant's General Manager that he would be fired if he followed through with his complaint. The General Manager also verbally harassed charging party, disciplined him more severely than coworkers who had not filed discrimination charges, and closely scrutinized his work. As a result of the harassment and retaliation, charging party quit his job. The case was resolved through a consent decree which provides for payment of \$99,000 to charging party. Defendant is enjoined from discriminating on the basis of national origin or color and from engaging in any form of retaliation.