

- **EEOC v. Gaumer Co., Inc.**

No. H-02-4817 (S.D. Tex. Feb. 5, 2004)

The Houston District Office filed this Title VII action alleging that during the course of her employment, charging party, a female accounts payable clerk, was subjected to pregnancy discrimination and retaliation. Defendant, which manufactures and supplies electric heating equipment for the process industry, hired a person to replace charging party while she took maternity leave, and charging party trained the replacement on defendant's new computer system. After charging party had nearly completed her eight-week leave, she contacted the company about returning to work but was told she was no longer needed. Defendant then asked charging party to sign a release waiving any claims, including Title VII claims, against the company as a condition of returning to work and when she refused to do so defendant fired her. Charging party's replacement was ultimately fired, but defendant did not offer the position to charging party even though she was familiar with the job. Instead, it hired another person who had to be trained on the new computer system. In accordance with a two-year consent decree, defendant must pay charging party \$57,000 and provide the EEOC annually with a list of all pregnant employees who are terminated or placed on a leave of absence and their contact information.