

Occasionally, EEOC comes across cases that serve as a reminder that the discrimination laws protect not only historically disadvantaged or excluded groups, but all workers. In EEOC v. Pass & Seymour, Inc., and Kenmark Group, Ltd. (W.D. Tex. June 24, 2005),

the Human Resources Manager for an electrical products manufacturer instructed the onsite manager for an employment agency to hire primarily women, restricting men to about 25% of the assembler positions even though men constituted about half of the applicant pool. In addition, she instructed another onsite manager not to hire men because women "had better dexterity" and "smaller hands." Under consent decrees with the manufacturer and the employment agency, \$475,000 will be distributed among 216 men, \$25,000 will go to a civil rights advocacy group, the manufacturer will provide EEO training to human resources and management employees involved in recruiting and hiring, and both entities are enjoined from future gender discrimination.