

- A \$2.4 million settlement of a national origin discrimination lawsuit against the University of Incarnate Word, a private university in San Antonio, Texas. The suit alleged that a class of 18 Hispanic housekeepers was unlawfully required to speak English at all times, even while at lunch and during employee breaks, and subjected to severe and pervasive harassment for over 10 years. The settlement is the largest known monetary resolution for a lawsuit concerning an English-only rule in the workplace.