

- **EEOC v. W-Industries Limited, L.P.**

No. H-04-3808 (S.D. Tex. January 26, 2005)

The Houston District Office filed this Title VII retaliation case against W- Industries, a Houston-based company which manufactures and installs control and safety shutdown systems for the energy industry. Charging party worked for the defendant as an electrician's helper from August 1998 until he was terminated in May 2003. Throughout his employment, charging party was subjected to unwelcome touching and demeaning sexual comments by male managers and coworkers. The most egregious conduct occurred at a temporary worksite in Corpus Christi, Texas, between January and May 2003. In an April 2003 meeting with the Superintendent responsible for much of the unwelcome sexual conduct charging party indicated he had hired a lawyer and intended to sue the company. Within a few days, defendant issued a directive demanding close scrutiny of charging party's work and termination for any mistakes. Shortly thereafter defendant transferred charging party to Houston and then fired him several days later.

The parties resolved the case through a 3-year consent decree providing \$175,000 in monetary relief to charging party. Defendant is required to counsel the Superintendent and another supervisor on avoiding retaliation against employees who complain about conduct that the employees believe discriminates in violation of Title VII. For the term of the decree, defendant must post a notice regarding the requirements of the decree at each of its facilities and must provide annual retaliation training to all managers at each facility.