

- **EEOC v. Greyhound Lines, Inc.**
No. 3:02cv441 (E.D. Va. May 28, 2003)

In this Title VII lawsuit, the Baltimore District Office alleged that defendant, a bus company, discriminated against charging party, a relief bus driver, by failing to reasonably accommodate his religious practices and firing him in retaliation for complaining about the denial of accommodation. Charging party, a member of the Fourth Tabernacle, Church of God and Saints of Christ which observes Biblical Judaism, requested that defendant not schedule him for shifts during his Sabbath (from sundown on Friday to sundown on Saturday) and on holy days. Supervisors at defendant's Richmond, Virginia terminal refused his request for accommodation. Charging party then sought accommodation through defendant's national dispatch office, which allows drivers, under certain circumstances, to remove themselves from the roster of availability. Charging party's local supervisors retaliated against him for contacting the national office by disciplining him for insubordination and for failure to report for work. Ultimately, the local supervisors fired charging party for missing work despite the fact that he had sought and was granted time off by the national office to observe Passover in April 2001. The case was resolved through a consent decree which provides for payment of \$50,000 in monetary relief to charging party. Defendant is enjoined from discriminating on the basis of religion and from failing to reasonably accommodate the religious practices of its applicants and employees. Defendant further agrees that it will not discriminate or retaliate against any person who opposes unlawful discrimination. Defendant will provide training to all management and supervisory personnel at its Richmond, Virginia terminal on employees' rights under Title VII, including defendant's responsibility to reasonably accommodate employees' religious needs.