

- **EEOC v. Harbor Freight Tools USA, Inc.**

No. C04-1505JLR (W.D. Wash. October 7, 2004)

The Seattle District Office filed this Title VII suit alleging that defendant, a tool and equipment catalog retailer with 150 retail stores in 36 states, subjected charging party, a head cashier, and other female employees to a sexually hostile work environment through the offensive verbal and physical conduct of a male assistant manager at defendant's Everett, Washington store. Seattle also alleged that defendant discharged the charging party because of her sex when it blamed her for leaving a safe unlocked even though the harasser had been the last person to leave the room where the safe was located. The parties resolved the suit through a 3-year consent decree providing a total of \$225,000 to charging party and two other female claimants. The decree prohibits defendant from sexually harassing employees, otherwise discriminating against employees based on sex, and retaliating against individuals for engaging in protected EEO activity.