

- **EEOC v. Huntwood Industries**

No. CS-03-0309-FVS (E.D. Wash. July 21, 2004)

The Seattle District Office filed a Title VII sexual harassment suit against a leading manufacturer of custom cabinets. Seattle alleged that management at the company's main production facility in Spokane, Washington failed to take appropriate action after charging party, a female cabinet maker, complained about constant lewd remarks, gender epithets, and sexual conduct by her male coworkers. The district office also alleged that defendant's failure to take remedial action under the guise that the sexual harassment was "all in fun" resulted in the constructive discharge of CP, who felt compelled to resign when no effort was made to stop the harassment. In accordance with a consent decree spanning three years and three months, defendant agrees to pay \$100,000 to CP. Defendant will provide 4 hours of anti-discrimination training to the managers and supervisors at the Spokane facility and agrees to impose discipline upon any supervisor or manager who engages in sex discrimination. Defendant also will revise the supervisor appraisal process to include as an element the supervisor's handling of EEO issues and will include a "commitment to equal employment opportunity" as a qualification criterion for supervisory positions.