

- **EEOC v. Jack in the Box, Inc.**

No. CV03-814P (W.D. Wash. June 6, 2004)

The Seattle District Office brought this Title VII suit, alleging that defendant, a fast food chain, subjected five female charging parties working at a location in Everett, Washington (store 8438) to a sexually hostile working environment and retaliated against two of them for their complaints about the discrimination. A male store manager, who directly supervised the CPs, made derogatory and insulting statements, such as constant comments about wanting to get into the women's pants, called the women bitches, sluts and whores, and remarked on the attractiveness of the women's breasts and buttocks. Unwilling to discipline the store manager despite CPs' complaints, defendant's Area Manager transferred one CP, causing her to resign because of the undesirable new location. The store manager was eventually terminated for reasons unrelated to the discrimination complaints, but his replacement retaliated against another CP who had complained by disciplining her for cash shortages for which she was not responsible. The case was resolved by a three-year consent decree that requires defendant to pay a total of \$300,000 to the five charging parties. Defendant is enjoined from engaging in personnel practices which discriminate against applicants and employees in violation of Title VII. Defendant will provide mandatory training on sexual harassment, gender discrimination, and retaliation to all employees at 8 specific stores, all employees who worked for defendant prior to April 2003 at 7 other identified stores, and all new employees at the 15 stores during their orientation.