

- **EEOC v. Trendwest Resorts Inc.**
No. C04-503L (W.D. Wash. June 1, 2004)

The Seattle District Office filed this Title VII action against a leading company in the North American timeshare resort industry whose headquarters are located in Redmond, Washington. According to the suit, defendant denied promotional opportunities to female employees in its Northwest facilities, based in Washington, Oregon, Idaho, and Alaska, because of their sex. Charging party, a 47-year-old successful sales representative who started with defendant in 1998, inquired about several supervisory and managerial opportunities but received no encouragement or support and was not selected for such positions. She contended that the men in control of the company would make employment decisions without any public announcement or competition for the vacancies, and had a history of promoting favored males within the company. Other female current and former sales representatives, including a woman who had received an award for the highest sales performance in the company four times, had experiences similar to CP's. By a consent decree that applies to defendant's facilities in the Northwest Region, defendant will pay into a Settlement Pool a total of \$475,000 to be disbursed to approximately 25 class members, defined as females employed in the Northwest Region as sales representatives or sales assistant managers between January 1, 2001, and December 31, 2003, who in at least 3 months ranked within the top 25% of compensation of all women working in those positions. Defendant will hire a consultant to review the Northwest Region's promotion and advancement practices in its sales division and adopt and disseminate to its present and future employees and managers a written policy that establishes objective requirements and criteria for advancement opportunities.