

The U.S. Equal Employment Opportunity Commission

FOR IMMEDIATE RELEASE
June 25, 2004

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TRENDWEST RESORTS INC. TO PAY \$475,000 FOR SEX DISCRIMINATION IN PROMOTION OF WOMEN

EEOC Says Female Sales Employees Faced 'Glass Ceiling' Blocking Advancement

SEATTLE - The U.S. Equal Employment Opportunity Commission (EEOC) today announced a major settlement of a sex discrimination lawsuit under Title VII of the 1964 Civil Rights Act for \$475,000 and significant remedial relief against Trendwest Resorts, Inc. a leading company in the timeshare industry whose headquarters are located in Redmond, Washington. The EEOC's suit alleged that Trendwest failed to provide promotional opportunities for a class of 25 female sales employees in its Northwest facilities because of their sex.

The settlement, in the form of a Consent Decree was filed with the U.S. District Court for the Western District of Washington (Civil No. C04-503L). In addition to the monetary relief for the class of women, Trendwest also agreed to the following measures as part of the comprehensive settlement:

- Reaffirm its commitment to comply with laws against employment discrimination;
- Retain a consultant to review and audit its promotional and advancement practices and implement a new written policy setting out criteria for advancement opportunity which will be distributed to all employees in the Northwest facilities;
- Oversee management training regarding discrimination; and
- Provide EEOC with information concerning any future complaints of discrimination.

"All individuals deserve the freedom to compete and advance in the workplace as far as their talent and abilities will take them, without facing discriminatory barriers such as glass ceilings," said EEOC Seattle District Director Jeanette Leino. "We are pleased that the parties were able to resolve this matter and that Trendwest agreed to a variety of corrective measures to prevent problems in the future."

In addition to Title VII of the Civil Rights Act of 1964, the EEOC enforces the Age Discrimination in Employment Act; the Equal Pay Act; prohibitions against discrimination affecting individuals with disabilities in the federal government; sections of the Civil Rights Act of 1991; and Title I of the Americans with Disabilities Act, which prohibits discrimination against people with disabilities in the private sector and state and local governments. Further information about the EEOC is available on the agency's web site at www.eeoc.gov.

This page was last modified on June 25, 2004.



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