

- **EEOC v. Milwaukee Gray Iron**

No. 03-C-815 (E.D. Wis. Mar. 23, 2004)

The Milwaukee District Office filed this action, alleging that a foreman of defendant, a producer of metal castings for small engines, harassed charging party, a Russian immigrant born in 1936, because of his national origin and age in violation of Title VII and the ADEA. For nearly four years, the foreman regularly made derogatory remarks about CP's age, such as "old m f " and "old fart," and his heavy Russian accent. CP complained to management about the foreman's harassment but nothing was done until a particularly egregious incident lead to the foreman's "resignation." The case settled by a consent decree that requires defendant to pay \$46,000 in emotional distress damages and fees to CP and to refrain from engaging in national origin or age harassment and retaliation. Additionally, defendant shall implement confidential and reliable complaint procedures for reporting incidents of age and national origin harassment.