

- **EEOC v. Block's Lighthouse Supper Club, Inc.**

No. 3:03-2229-N (N.D. Tex. July 13, 2004)

The Dallas District Office filed this Title VII suit, alleging that a high-end restaurant and its corporate affiliates, through the conduct of the entities' owner, subjected charging party, a cocktail waitress/part-time hostess, and other waitresses to a sexually hostile work environment. Dallas also alleged that defendants terminated CP because of her sex after she repeatedly rebuffed the owner's advances. The owner's harassment was primarily verbal and included calling CP "Tushy" or "Boobsy"; on other occasions, the owner made sexual gestures and grabbed or slapped CP's buttocks. The owner discharged CP when she misplaced a customer's credit card, shouting and cursing at her in front of other people in the restaurant. CP filed a criminal assault complaint and the owner was found guilty following a jury trial and fined \$552. The case was resolved through a two-year consent decree that requires defendants to pay CP \$87,500 and three other claimants a total of \$10,500. Defendants are no longer in business, but the decree contains affirmative relief applicable if they acquire an ownership interest in a restaurant during the term of the decree.