

- **EEOC v. EaglePicher, Inc.**

No. 03-5103-CV-JCE (W.D. Mo. October 8, 2003)

In its Title VII lawsuit, the St. Louis District Office alleged that defendant subjected female employees to sex discrimination and retaliation through the conduct of the supervisor of its Pill Room, where employees press various powders into "pills" used as components for thermal batteries. Evidence revealed that the supervisor questioned the women about their sex lives, threatened them, followed them to the bathroom, stalked them after work, refused to train new female employees, held the female employees to a higher work performance standard than their male counterparts, and disciplined and discharged female employees because of their sex. The supervisor also assigned a female employee to work that was inconsistent with her medical restrictions because she complained about his discriminatory conduct. Despite the women's complaints, no corrective action was taken. The case was resolved by a consent decree which provides a total payment of \$200,000 (representing back pay and compensatory and punitive damages) for eight charging parties; reinstatement of three charging parties; restoration of another charging party's seniority status; and an injunction against rehiring the supervisor and another culpable manager. The decree also enjoins defendant from discriminating on the basis of sex and from retaliation. Defendant will provide live training on EEO laws for its managerial and supervisory employees and implement a policy prohibiting discrimination on the basis of sex or retaliation.