

## Fiscal Year 2001

In an EEOC lawsuit under EPA and Title VII, a federal jury awarded \$2.2 million to a former employee of *Outback Steakhouse* who alleged that the restaurant chain discriminated against her by paying a male counterpart a significantly larger salary and then firing her after she complained. Following four days of trial, the jury deliberated about five hours before awarding the female plaintiff \$27,000 for the difference in earnings, \$36,800 in back pay, \$50,000 in compensatory damages for emotional pain and suffering, and \$2.1 million in punitive damages.

In an EPA/Title VII case in the trucking industry, *EEOC v. Swift Transportation Co.*, the Commission alleged that the truck carrier paid female driver managers less than male driver managers performing substantially equal work. Six women shared in the monetary recovery of \$450,000, which consisted of \$80,307 in back pay and nearly \$370,000 in damages. Additionally, the company raised the salaries of the four remaining female driver managers to amounts earned by comparable male driver managers.

Even at the vice president level, women are sometimes paid less than similarly-situated male vice presidents. In *EEOC v. Aames Financial Corp.*, the company agreed to provide one female vice president with \$100,000 in monetary relief and a second female vice president with \$10,000. Another three women settled their claims with the company separately.