

- **EEOC v. Ameripride Services, Inc.**

No. CV-03-065-S-BLW (D. Idaho June 27, 2005)

The Seattle District Office alleged in this Title VII suit that defendant, a linen supply company with nearly 200 facilities throughout the United States and Canada, discriminated against female applicants in hiring for Customer Service Representative/Route Sales Driver (CSR) positions in the Twin Falls, Idaho area. Defendant advertised for applicants for a CSR position in Twin Falls and stated that a Class B commercial drivers license was required. The Service Area Manager selected charging party, who had a Class B license and 6 years of commercial driving experience, along with four other applicants for a second interview. During the second interview, charging party also spoke with the Area Manager, who discouraged her from pursuing the position, mentioning that all the drivers were male and had a tendency to use foul language. The Area Manager told charging party she looked more like a secretary and said she should consider applying for a secretarial position that would be opening soon. The Area Manager hired a man for the position who did not have a Class B license or commercial driving experience. Two other female applicants also possessed superior qualifications to the man hired. Under the 3-year consent decree resolving this case, defendant will pay \$110,000 in monetary relief, allocated between the charging party (\$82,500) and another rejected female applicant (\$27,500).