

- **EEOC v. Trataros Construction, Inc.**

No. 01 CV 5127 (E.D.N.Y. March 16, 2005)

The New York District Office filed a Title VII complaint alleging that defendant, a construction company not currently in operation (but not bankrupt), subjected the three female charging parties to a sexually hostile work environment through remarks by a male supervisor about their menstruation and sexual activity; limited them to cleaning and loading duties while assigning jobs requiring more skill, such as demolition and operating electrical machinery, to male laborers, causing charging parties to receive less work than similarly situated men; and retaliated against them for complaining about discriminatory treatment at the worksite by causing subcontractors to deny them work and refuse to rehire them.

Under the 5-year consent decree resolving the matter, the three charging parties will receive a total of \$355,000 in monetary relief. The decree contains a number of injunctive relief provisions that will apply if Trataros (or a successor in interest) resumes operations. One provision requires Trataros or its successor to partner with the National Association of Women in Construction (Greater New York Chapter or Long Island Chapter) or a similar organization that has a stated goal of increasing the number of women in nontraditional industries such as the construction industry. Trataros must submit for EEOC approval a contract or partnership agreement to use the organization for at least 2 years to recruit, train, develop, and retain women in Trataros' workforce.