

- **EEOC v. Parmalat Bakery Div. of North Am.**

No. 03-4026 (D.N.J. March 31, 2004)

The Philadelphia District Office brought this Title VII action, alleging sexual harassment, retaliation and constructive discharge against defendant, a New Jersey division of an international company headquartered in Italy that produces and distributes snacks, bread, pasta and similar products. Charging party, a sales division manager and the only woman in an office of four male executives, was subjected to unwelcome sexual advances, sexually explicit comments, the showing of a pornographic video, and unwelcome touching by her supervisor and other male executives during her employment at the New Jersey facility. Her supervisor asked her to attend sales meetings at his apartment, a topless bar, and a swingers club, invitations which she refused, and required her to attend work-related dinners at Hooters and a transvestite karaoke bar where the entertainment included lap dances and strip tease contests. While charging party initially did not complain about the harassment because she believed her supervisor and the human resources manager condoned it, she eventually complained to her supervisor about a coworker slapping her on the buttocks. In response, her supervisor told her if she reported the incident, he would fire her. CP complained anyway to the vice president of sales and vice president of human resources, and her supervisor instructed her peers to ostracize her. He also threatened to suspend her, and made derogatory comments about her performance and gave her a low rating. Suffering from post-traumatic stress and depression, CP took a leave of absence and never returned.

The case was resolved by a consent decree that requires defendant to pay a total of \$300,000 to charging party. In addition, the decree provides that defendant will not retaliate against individuals who engage in protected activities, and will provide training on sexual harassment and retaliation by an EEOC-approved vendor for its managers, supervisors, and employees at the New Jersey facility.