

EEOC Litigation Settlements

April 2003

The following are brief descriptions of the some of the significant settlements reached by EEOC District Office Legal Units during April of 2003.

- **EEOC v. TIC - The Industrial Company**
Civil Action No. 01-1776 (E.D. La. April 2, 2003)

In this Title VII lawsuit, the New Orleans District Office alleged that defendant, which builds heavy industrial facilities such as power and wastewater treatment plants, engaged in discriminatory recruitment and hiring practices on a nationwide basis which prevented blacks from being hired into construction positions because of their race. The case was resolved through a consent decree which provides for a total payment of \$2.5 million in monetary relief. Of the total settlement amount, \$2.3 million will be divided among identified black claimants who unsuccessfully applied for work as construction workers with TIC between January 1, 1994, and November 30, 2002. The remaining \$200,000 will be used to establish a Minority Development Program to prepare blacks for employment in the construction industry. TIC shall not discriminate against blacks in hiring or recruiting of construction workers and shall not otherwise discriminate against black applicants and employees because of race. TIC also agrees to engage in targeted advertising and recruitment activities to encourage black construction workers to apply for employment with the company. On an annual basis for the three-year duration of the decree, TIC will provide EEOC with applicant flow and hiring data to evaluate whether non-discriminatory hiring is taking place.