

The U.S. Equal Employment Opportunity Commission

FOR IMMEDIATE RELEASE
Wednesday, January 8, 2003

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EEOC RESOLVES RACIAL HARASSMENT LAWSUIT AGAINST FORD OF GREENSBURG FOR \$534,000

PITTSBURGH -- The U.S. Equal Employment Opportunity Commission (EEOC) today announced it had resolved its lawsuit against a car dealership formerly known as Ford of Greensburg alleging violations of Title VII of the 1964 Civil Rights Act at the dealership. The lawsuit, filed on January 23, 2002 [02-cv-0203], alleged that Ford of Greensburg had, upon notice of the problem, failed to take prompt and effective action to cure a persistent and offensive working environment in which African-American employees were subject to racial harassment.

Under Title VII, it is illegal to deny any person an employment opportunity because of his or her race, color, religion, sex or national origin. The right to work in an environment free from racial harassment is one such employment opportunity.

The Consent Decree, filed in the District Court for the Western District, Pennsylvania, was entered into by the parties without any admission of liability for the purpose of avoiding delays, costs, and disruptions involved in the prosecution and defense of lawsuits. According to the decree, the owner of Ford of Greensburg agreed to pay Edward Day of Jeannette, Pa., a total of \$272,000 and Jeffrey Wilson of Johnstown, Pa., \$262,000 to resolve the lawsuit. In addition, employees at any dealership now owned by the owner of the former Ford of Greensburg will receive training in their rights and responsibilities under Title VII. Supervisory and management personnel will receive training in how to recognize and address racial discrimination and racial harassment and hostility on the job.

"I am very pleased that we were able to negotiate a prompt and successful resolution of this lawsuit," said EEOC Regional Attorney, Jacqueline McNair. "Now Ford of Greensburg's owner can turn his full attention back to the important task of further developing and implementing employment policies and procedures designed to ensure healthy work environments that are free of unlawful harassment."

"The Commission applauds the willingness of the attorneys involved in this matter to work quickly and thoroughly to craft a resolution to this lawsuit," said EEOC Regional Office Director, Eugene V. Nelson.

In addition to Title VII of the Civil Rights Act of 1964, the EEOC enforces Title I of the Americans with Disabilities Act, which prohibits discrimination against people with disabilities in the private sector and state and local governments; the Equal Pay Act, which calls for equal pay for equal work; the Age Discrimination in Employment Act; sections of the Civil Rights Act of 1991; and prohibitions against discrimination affecting persons with disabilities in the federal government. Further information about the Commission is available on the agency's Web site at www.eeoc.gov.

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