

In EEOC v. Harris Farms, Inc. (E.D. Cal. Jan. 21, 2005), a large agribusiness near Fresno, California subjected a female farmworker to a sexually hostile work environment, retaliated against her for complaining about harassment, and constructively discharged her. At trial, the farmworker testified that her supervisor raped her several times and then threatened her and made sexually offensive comments for years afterwards. When she reported an incident where her supervisor physically attacked her after he saw her talking to another male employee, the supervisor was directed to work away from her. However, he spread rumors about her, described sexual acts between them, and joked about how the company had done nothing to punish him. After investigating later complaints about coworkers spreading sexually offensive rumors and her former supervisor (who had retired) threatening her, the company gave the farmworker a final warning letter and suspended her for 1 day. Due to the retaliatory warning and suspension, and the company's failure to protect her, she resigned. Following 23 days of trial, the jury returned a verdict for the Commission and the intervening farmworker, awarding almost \$1 million (which includes \$500,000 in punitive damages subject to Title VII's \$300,000 damages cap).