

EEOC Litigation Settlements April 2005

- **EEOC v. Canyon Lake Property Owner's Association, d/b/a Country Club Restaurant**
No. EDCV 03-01118 RT (SGLx) (C.D. Cal. April 13, 2005)

In the Title VII complaint in this case, the Los Angeles District Office alleged that defendant, a Riverside County, California property owners' association which operates various recreational facilities, subjected two female dishwashers and other female employees in its restaurant to a sexually hostile work environment and retaliated against the charging party after she complained. The restaurant manager and a cook perpetrated the harassment, which consisted of offensive sexually-oriented comments and unwelcome physical contact. Charging party and another woman complained to the Human Resources Department in early September and again on October 28, 2002. Shortly after the first complaint, the restaurant manager reduced charging party's hours. Shortly after the second complaint, the restaurant manager issued charging party a warning letter for an incident that had occurred in July 2002, and then discharged her on November 3, 2002.

Under the 3-year consent decree resolving this suit, defendant will pay \$285,000 in monetary relief, consisting of \$45,000 (\$42,000 in compensatory damages and \$3,000 in backpay) for charging party, \$30,000 (compensatory damages) for another female dishwasher, and \$210,000 (compensatory damages) into a "Class Fund." After a notice and claims procedure, the EEOC will designate the individuals eligible for the Class Fund and the amounts they are to receive. Defendant will retain an outside EEO Consultant to monitor its compliance with Title VII and the provisions of the decree.