

■ Sexual Harassment

Women at all levels of employment still encounter sexual harassment. Sexual harassment involves abusive and offensive behavior, sexually derogatory language or other unwelcome sexual conduct that rises to the level of a hostile environment in the workplace.

For example, *EEOC v. Technicolor, Inc.* involved harassment consisting of sexually derogatory slurs, lewd graffiti and pictures, obscene language, sexually charged conduct and unwelcome physical touching. The defendant, a video and DVD processing plant, is owned by the leading global supplier of DVDs, CDs and videos.

Video and DVD processing plant to provide \$875,000 in damages to 18 women affected by pervasive sexually derogatory slurs, pornographic materials and unwelcome touching

The Commission alleged that women who worked as video cassette duplicators in the plant were sexually harassed by male coworkers and supervisors. Many women who complained were disciplined, demoted and even fired. At least half of the women who were targeted are Hispanics with limited English proficiency. The company agreed to resolve the suit by paying \$875,000 in damages to 18 women. Additionally, the company agreed to hire a consultant to implement anti-harassment training, complaint procedures and centralized monitoring.