

- **EEOC v. Berge Ford, Inc. and Auto Care Center, LLC**

No. CIV 02-943 PHX SRB (D. Ariz. June 10, 2004)

The Phoenix District Office alleged that a Mesa, Arizona auto dealership and its parent company violated Title VII/PDA when it fired the charging party because she was pregnant. Prior to her termination, CP had been working for Berge Ford for three to four months as a general services technician; her duties included cleaning, picking up trash, monitoring the front desk, and driving Berge's customer shuttle. Phoenix alleged that the defendants had no problems with CP's job performance, but when they learned she was pregnant they fired her in fear that she might become ill (since she had been experiencing morning sickness) while driving Berge vehicles and expose defendants to liability. Through an 18-month consent decree, defendants agreed to pay CP \$70,000 and to modify its existing anti-discrimination policy or establish a separate policy expressly prohibiting pregnancy discrimination; the policy shall be subject to EEOC approval.