

- **EEOC v. Parts Warehouse, Inc.**

No. 4-02-CV-00530 (E.D. Ark. Dec. 17, 2003)

The Memphis District Office brought this Title VII action on behalf of a class of African American employees, alleging that defendant subjected them to racial harassment, unfavorable terms and conditions of employment based on race, and retaliation for complaining about race discrimination internally and filing charges with the EEOC. The case was resolved by a three-year consent decree that enjoins defendant from engaging in discrimination or harassment on the basis of race and from retaliating against any employee who opposes discriminatory employment practices. The decree requires defendant to pay a total sum of \$220,000 to 10 individuals, to expunge the personnel records of seven specific claimants of any unfavorable or adverse comments regarding their employment with defendant, and to provide a neutral job reference to any class member who requests one.

Defendant also agrees to monitor its restrooms, equipment, and facilities for the existence of racial graffiti and to remove or cover up graffiti as soon as defendant becomes aware of it. Defendant also will provide training for qualified African American employees in an effort to promote them to supervisory and managerial positions. Defendant must conduct annual training for its supervisors, managers, and subordinate employees on the prevention of racial harassment, race discrimination, and retaliation and disseminate a copy of its racial harassment policy to all of its employees. Finally, defendant must file three reports to the EEOC over a 35-month period that list all complaints of race discrimination at its Little Rock, Arkansas facility, indicate whether racial graffiti was discovered, describe how the complaints were resolved, and detail defendant's Title VII training of its supervisors, managers, and employees.