

A. LUIS LUCERO, JR., REGIONAL ATTORNEY
 KATHIRYN OLSON, SUPERVISORY TRIAL ATTORNEY
 EQUAL EMPLOYMENT OPPORTUNITY COMMISSION
 909 FIRST AVENUE, SUITE 400
 SEATTLE, WA 98104
 TEL: (206) 220-6895
 FAX: (206) 220-6911
 Kathryn.Olson@eeoc.gov

U.S. DISTRICT COURT
 U.S. BANKRUPTCY COURT
 DISTRICT OF IDAHO
 SEP - 9 2002
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ATTORNEYS FOR PLAINTIFF

ORIGINAL

UNITED STATES DISTRICT COURT
 FOR THE DISTRICT OF IDAHO

EQUAL EMPLOYMENT OPPORTUNITY)	CIV 02-0425-S-BLW
COMMISSION,)	CIVIL ACTION NO.
)	
Plaintiff,)	COMPLAINT
)	
v.)	JURY TRIAL DEMAND
)	
IDAHO PETERBILT, INC.)	
)	
)	
Defendant.)	
_____)	

NATURE OF THE ACTION

This is an action under Title VII of the Civil Rights Act of 1964 and Title I of the Civil Rights Act of 1991 to correct unlawful employment practices on the basis of sex and retaliation and to provide appropriate relief to Robert Baty and Bret Purcell. The Equal Employment Opportunity Commission alleges that defendant Idaho Peterbilt, Inc. subjected Mr. Baty and Mr. Purcell to sex discrimination and also subjected Mr. Purcell to retaliation. Plaintiff seeks

U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION
 Seattle District Office
 909 First Avenue, Suite 400
 Seattle, Washington 98104-1061
 Telephone: (206) 220-6883
 Facsimile: (206) 220-6911
 TDD: (206) 220-6882

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injunctive and monetary relief, including pecuniary and nonpecuniary compensatory damages and punitive damages, on behalf of Mr. Baty and Mr. Purcell.

JURISDICTION AND VENUE

1. Jurisdiction of this Court is invoked pursuant to 28 U.S.C. §§451, 1331, 1337, 1343 and 1345. This action is authorized and instituted pursuant to sections 706(f)(1) and (3) of Title VII of the Civil Rights Act of 1964, as amended, 42 U.S.C. sections 2000e-5(f)(1) and (3) ("Title VII"), and Section 102 of the Civil Rights Act of 1991, 42 U.S.C. §1981a.

2. The employment practices alleged to be unlawful were committed within the jurisdiction of the United States District Court for the District of Idaho.

PARTIES

3. Plaintiff, the Equal Employment Opportunity Commission (the "Commission"), is the agency of the United States of America charged with the administration, interpretation and enforcement of Title VII, and is expressly authorized to bring this action by Section 706(f)(1) of Title VII, 42 U.S.C. §2000c-5(f)(1).

4. At all relevant times, defendant, Idaho Peterbilt, Inc. ("Peterbilt") has been a corporation continuously doing business in the State of Idaho and has continuously had at least 15 employees.

5. At all relevant times, defendant Peterbilt has continuously been an employer engaged in an industry affecting commerce within the meaning of Sections 701(b), (g) and (h) of Title VII, 42 U.S.C. §§2000e-(b), (g) and (h).

STATEMENT OF CLAIMS

6. More than thirty days prior to the institution of this lawsuit, Robert Baty and Bret

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TDD: (206) 220-6882

Purcell filed charges with the Commission alleging violations of Title VII by defendant Peterbilt. All conditions precedent to the institution of this lawsuit have been fulfilled.

7. Beginning on or before January 1999, defendant Peterbilt engaged in unlawful employment practices at its Boise, Idaho facility in violation of §§ 703(a) and 704(a) of Title VII, 42 U.S.C. §§ 2000e-2(a) and -3(a). Defendant Peterbilt affected the terms and conditions of employment of Mr. Baty and Mr. Purcell by subjecting them to ongoing harassment based on sex and by subjecting Mr. Purcell to retaliation for his complaints of discrimination.

8. The effect of the practices complained of in paragraph 7 above has been to deprive Mr. Baty and Mr. Purcell of equal employment opportunities and otherwise adversely affect his status as an employee because of sex and retaliation.

9. The unlawful employment practices complained of in paragraph 7 above were intentional.

10. The unlawful employment practices complained of in paragraph 7 above were done with malice or with reckless indifference to the federally protected rights of Mr. Baty and Mr. Purcell.

PRAYER FOR RELIEF

Wherefore, the Commission respectfully requests that this Court:

A. Grant a permanent injunction enjoining defendant, its officers, successors, agents, assigns, and all persons in active concert or participation with it, from engaging in any employment practices which discriminate on the basis of sex and retaliation.

B. Order defendant to institute and carry out policies, practices, and programs which provide equal employment opportunities for all employees, and which eradicate the effects of its

past and present unlawful employment practices.

C. Order defendant to make whole Mr. Baty and Mr. Purcell by providing appropriate back pay with prejudgment interest, in amounts to be determined at trial, and other affirmative relief necessary to eradicate the effects of its unlawful employment practices.

D. Order defendant to make whole Mr. Baty and Mr. Purcell by providing compensation for past and future pecuniary losses resulting from the unlawful employment practices described in paragraph 7 above, including past and future out-of-pocket expenses, in amounts to be determined at trial.

E. Order defendant to make whole Mr. Baty and Mr. Purcell by providing compensation for past and future nonpecuniary losses resulting from the unlawful practices complained of in paragraph 7 above, including without limitation emotional pain, suffering, and loss of enjoyment of life, in amounts to be determined at trial.

F. Order defendant to pay Mr. Baty and Mr. Purcell punitive damages for its malicious and reckless conduct described in paragraph 7 above, in amounts to be determined at trial.

G. Grant such further relief as the Court deems necessary and proper in the public interest.

II. Award the Commission its costs of this action.

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JURY TRIAL DEMAND

The Commission requests a jury trial on all questions of fact raised by its complaint.

DATED this 6th day of September, 2002.

A. LUIS LUCERO, JR.
Regional Attorney

GWENDOLYN YOUNG REAMS
Associate General Counsel

KATHRYN OLSON
Supervisory Trial Attorney

BY: *A. Luis Lucero Jr.*

EQUAL EMPLOYMENT OPPORTUNITY
COMMISSION
Seattle District Office
909 First Avenue, Suite 400
Seattle, Washington 98104
Telephone (206) 220-6895
Facsimile (206) 220-6911

EQUAL EMPLOYMENT OPPORTUNITY
COMMISSION
Office of the General Counsel
1801 "L" Street, N.W.
Washington, D.C. 20507

Attorneys for Plaintiff