

The failure to establish, or adequately implement, a sexual harassment policy has been a factor in a number of EEOC's harassment suits against agribusinesses. For example, in EEOC v. Highland Fruit Growers, Inc. (E.D. Wash. Feb. 14, 2005), EEOC alleged that a supervisor at a fruit packing and distribution company subjected female fruit sorters and packers at its Yakima, Washington facility to sexual comments, coerced one worker into a sexual relationship, and terminated women for opposing the harassment. The company had no sexual harassment policy and took no corrective action in response to complaints by the women. Under a consent decree, four women will receive a total of \$150,000, and the company is enjoined from future discrimination and will retain a consultant to conduct an internal audit of its antidiscrimination policies and help prepare new policies (in English and Spanish) with a reporting mechanism.