- **EEOC v. James G. Kennedy & Co.**
  No. 04-2586 (DMC) (D.N.J. July 11, 2005)

  The Philadelphia District Office alleged that defendant, a New York/New Jersey area construction firm that specializes in interior renovations for large businesses, subjected charging party, a project manager in its Jersey City office, to a sexually hostile work environment. Defendant promoted charging party to project manager in June 1999. Starting in December 1999, and continuing throughout charging party's employment, defendant's vice president subjected her to unwelcome sexual conduct, including sexual advances, requests for sexual favors, degrading comments, and offensive touching. Defendant had no written sexual harassment policy. Charging party complained to defendant's chief operating officer (COO) after egregious incidents at the company's 1999 and 2002 Christmas parties. The COO reported charging party's 1999 complaints to defendant's president/CEO and defendant made the vice president apologize. However, the vice president told charging party that the president asked him (using crude language) if he was having sexual relations with her. This led charging party to believe that the president had not taken her complaint seriously. The harassment continued until April 2003, when defendant closed its New Jersey office and laid charging party off.

  Under the 2-year consent decree resolving this case, charging party will receive $125,000 in monetary relief. The decree provides that defendant will not engage in retaliation as defined in Title VII. Defendant has established a sexual harassment policy that includes a procedure to report violations of the policy to individuals in identified job categories.