

EEOC Litigation Settlement January 2004

- **EEOC v. Unicom Electric, Inc., d/b/a UNICOM Global Sys. Solutions and Unity in Communications**

No. CV 02-6937-CAS-(JTLx) (C.D. Cal. Jan. 9, 2004)

In this Title VII suit, the Los Angeles District Office alleged that employees were subjected to daily harassment in the form of offensive and stereotyping comments about their race (African American), gender (female), and national origin (Hispanic) by Jeffrey Lo, the president and owner of defendant, a manufacturer and international distributor of computer networking components. The case was resolved by a three-year consent decree, which can be extended if the district court determines that defendant has failed to comply with any of its terms. The decree requires defendant to pay a total of \$350,000 in damages to be distributed among three charging parties and seven class members. Defendant agrees not to engage in harassment based on race, gender, or national origin and not to retaliate against persons who engage in protected conduct. Defendant must retain and pay for the services of an EEO consultant, who will evaluate defendant's antiharassment policy and complaint procedures, investigate complaints, and recommend remedial measures. In addition, the consultant will establish a daily 12-hour hotline for complaints regarding harassment, retaliation, and other forms of discrimination by defendant's president Jeffrey Lo and other high-level company officials.