

- **EEOC v. The Oil Shoppe d/b/a Jiffy Lube and Does 1-10 Inclusively**

No. CV 03-5748 RGK (C.D. Cal. Aug. 3, 2004)

In this Title VII case, the Los Angeles District Office alleged that defendant, a Jiffy Lube franchisee, subjected CP and two other female employees, recent high school teenage graduates, to sexual harassment and gender discrimination at its Lynwood, California facility. Los Angeles also alleged that defendant subjected CP to unwarranted discipline and then terminated her in retaliation after she filed a discrimination complaint with the company. Specifically, a male assistant manager made offensive comments and repeated requests for dates to CP, a married cashier. When she rejected his advances, he threatened her job security and called her derogatory names in front of customers. The assistant manager also mistreated other female employees by calling them "bitches" and other perjorative terms in English and Spanish, propositioning them for dates or sex, groping them, and making lewd comments about their bodies and appearance. After CP filed a complaint with HR, defendant suspended the manager for three days without pay, but permitted him to work with pay at another facility during that period. Thereafter, CP was subjected to heightened scrutiny by the area manager who often sent her home early and cut her hours. Three weeks after filing her complaint, CP was terminated for alleged attendance issues.

Pursuant to a two-year consent decree, defendant must pay a total of \$299,000 to CP and the two class members in amounts to be determined by the EEOC. Defendant sold its assets shortly after EEOC's complaint was filed and the purchaser, Alamitos Enterprises, LLC, is a party to the decree. Alamitos must establish and maintain effective policies and procedures (detailed in the decree) for receiving and investigating complaints of discrimination and retaliation. Alamitos also will provide annual training to all current and new personnel on employment discrimination, harassment, and retaliation. Further, supervisors and managers will be apprized of their obligation to ensure compliance with anti-discrimination policies in their work areas and among their subordinate employees.