

- **EEOC v. Family Motor Inn**

No. 4:03-01158 (MLM) (E.D. Mo. Mar. 18, 2004)

The St. Louis District Office filed this Title VII action against a family-owned motel, alleging that one of defendant's managers, who is also the owner's brother, made sexual comments to and fondled three female front desk workers. The Commission further alleged that defendant retaliated against the two victims who complained by verbally harassing one at home and on the job and reducing the work hours and eliminating the supervisory duties of the other. Finally, the Commission alleged that the women were constructively discharged. (The manager was found guilty in a state court of criminal charges stemming from his touching of the women.) The motel did not have a sexual harassment policy. In accordance with a four-year consent decree, defendant has agreed to pay the three women a total of \$180,000 in damages for emotional distress and to provide positive employment references. In addition, the company agreed to issue a sexual harassment policy and, within 60 days, to provide mandatory 3-hour EEO training to its entire workforce, which shall emphasize the prohibitions against sexual harassment, sex discrimination, and retaliation.