

- **EEOC v. Union Pacific Railroad Co.**

No. C04-866MJP (W.D. Wash. April 15, 2005)

In this Title VII case, the Seattle District Office alleged that defendant, a railroad, subjected a woman who worked as an intermodal operator (loader) at its ARGO yard in Seattle, Washington to a sexually hostile work environment. The charging party was the only female loader at the facility. She complained about the harassment which included pornographic materials throughout the facility, a drawing of male genitalia posted in a common area, ads for escort services, foul language, sexual comments, and a male coworker exposing himself to her to management and to the Union Pacific Police. The defendant took some ameliorative action, but did not correct the hostile environment or discipline the man who exposed himself to charging party.

Under the 3-year consent decree resolving this case, charging party will receive \$260,000 in monetary relief. Defendant will not retaliate against current or former employees for opposing practices made unlawful under Title VII. The following decree requirements apply to all of defendant's Intermodal facilities in Washington State: (1) reissuing defendant's antidiscrimination policy to all employees and posting a copy of it on a centrally located bulletin board at each location; (2) providing all employees with 3 hours of employment discrimination training, including training on sexual harassment, annually throughout the term of the consent decree; and (3) reporting to the EEOC every 6 months on complaints of sexual harassment and retaliation, internal investigations of the complaints, and resolutions thereof.