

- **EEOC v. Systems Application & Technologies, Inc.**

No. CV-04-7702 GAF (RCx) (C.D. Cal. May 11, 2005)

In this Title VII suit, the Los Angeles District Office alleged that defendant, a firm that formerly provided security for the Space Shuttle at NASA Dryden Flight Research Center at Edwards Air Force Base in California, countenanced hostile environment sexual harassment and retaliated against charging party for resisting the harassment. For more than a year, defendant's top-level onsite manager (a man) sexually harassed charging party and several other subordinate male employees (all security officers) by touching them on their necks, shoulders, genitals, and thighs, and continually making inappropriate sexual remarks. Charging party complained to a number of supervisors about the harassment but no corrective action was taken. After charging party had resisted the manager's advances for months, he ceased harassing charging party and moved on to other security officers. At around the same time (July 2002), and again in November 2002, the manager turned down charging party's requests for a full-time position, ostensibly because charging party's availability was limited (he was attending school). However, the manager had given full-time schedules to other guards who were attending school or had second jobs.

Under the 3-year consent decree resolving this case, defendant will pay a total of \$237,000 in monetary relief to charging party and three similarly situated men in amounts determined by the EEOC.