

- **EEOC v. John Harvard's Brew House, Inc.**
No. 03-cv-3800 (E.D.N.Y. June 1, 2004)

In this Title VII/PDA action, the New York District Office alleged that defendant, a restaurant and brewery business operating in nine states, discriminated against charging party because of her pregnancy. Defendant hired CP as a server in June 2000. By May 2001, she had been promoted to a supervisor and elevated to a management career path. Once CP informed defendant of her pregnancy, however, defendant took adverse employment actions against her: discontinuing her management training, removing her from the managerial career track, denying her work assignments, and ultimately terminating her employment. Pursuant to a three-year consent decree, defendant agreed to pay \$145,000 to CP and to provide her with a letter of recommendation that described her assumption of supervisory duties and quoted positive language from her last performance appraisal. Additionally, the decree requires defendant to maintain a revised non-discrimination policy and provide each employee requesting leave under the FMLA to be provided a copy of such non-discrimination policy.