

FILED

DEC 12 2002

IN THE UNITED STATES DISTRICT COURT
FOR THE DISTRICT OF COLUMBIA

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EQUAL EMPLOYMENT OPPORTUNITY
COMMISSION,
Washington Field Office
1400 L Street N.W., Suite 200
Washington D.C. 20005

CASE NUMBER 1:02CV02443

JUDGE: Royce C. Lamberth

DECK TYPE: Employment Discrimination

DATE STAMP: 12/12/2002

Plaintiff,

v.

TRIAD TAX SERVICES, INC.,
aka TRIAD BUSINESS SERVICES, INC.
4813 Georgia Avenue Northwest
Washington, DC 20011

Defendant.

COMPLAINT

(JURY TRIAL DEMAND)

JURY
ACTION

NATURE OF THE ACTION

This is an action under Title VII of the Civil Rights Act of 1964 and Title I of the Civil Rights Act of 1991 to correct unlawful employment practices on the basis of sex, and to provide appropriate relief to P[Redact] C[Re] and a class of similarly-situated female employees, who were adversely affected by such practices. As alleged with more particularity below, the Equal Employment Opportunity Commission ("EEOC") alleges that Defendant's President and Chief Executive Officer sexually harassed Ms. C[Re] and a class of similarly-situated female employees. In addition, the EEOC alleges that Defendant retaliated against Ms. C[Re] because she complained.

JURISDICTION AND VENUE

1. Jurisdiction of this Court is invoked pursuant to 28 U.S.C. §§ 451, 1331, 1337, 1343 and 1345. This action is authorized and instituted pursuant to Section 706(f)(1) and (3) of Title VII of the Civil Rights Act of 1964, as amended, 42 U.S.C. § 2000e-5(f)(1) and (3) and Section 102 of the Civil Rights Act of 1991, 42 U.S.C. § 1981a ("Title VII").

2. The employment practices alleged to be unlawful were committed within the jurisdiction of the United States District Court for the District of Columbia.

PARTIES

3. Plaintiff, the Equal Employment Opportunity Commission (the "EEOC"), is the agency of the United States of America charged with the administration, interpretation and enforcement of Title VII, and is expressly authorized to bring this action by Section 706(f)(1) and (3) of Title VII, 42 U.S.C. § 2000e-5(f)(1) and (3).

4. At all relevant times, Defendant, Triad Tax Services, Inc. aka Triad Business Services, Inc. ("Triad"), a D.C. corporation, has continuously been doing business in the District of Columbia and has continuously had at least 15 employees.

5. At all relevant times, Defendant Triad has continuously been an employer engaged in an industry affecting commerce within the meaning of Sections 701(b), (g) and (h) of Title VII, 42 U.S.C. §§ 2000e(b), (g) and (h).

STATEMENT OF CLAIMS

6. More than thirty days prior to the institution of this lawsuit, Ms. CRe filed a charge with the EEOC alleging violations of Title VII by Defendant Triad. All conditions precedent to the institution of this lawsuit have been fulfilled.

7. Since at least December of 2000, Defendant Triad has engaged in unlawful employment practices at its Washington, D.C. office in violation of Section 703 and Section 704 of Title VII, 42 U.S.C. §§ 2000e-2 and 2000e-3 as follows:

- (a) By subjecting Ms. CRe and a class of similarly-situated female employees to sexual harassment, including sexual advances, inappropriate touching, and explicit sexual conversations, which was so severe and pervasive that it constituted an abusive or hostile working environment;
- (b) By discharging Ms. CRe in retaliation for her filing a charge of discrimination with the EEOC.

8. The effect of the practices complained of in paragraph 7 above has been to deprive Ms. CRe and a class of similarly-situated female employees of equal employment opportunities and otherwise adversely affect their status as employees, because of their sex or their participation in activities protected by Title VII.

9. The unlawful employment practices complained of in paragraph 7 above were intentional.

10. The unlawful employment practices complained of in paragraph 7 above were taken against Ms. CRe and a class of similarly-situated female employees with malice or with reckless indifference to the federally protected rights of Ms. CRe and a class of similarly-situated female employees.

PRAYER FOR RELIEF

Wherefore, the EEOC respectfully requests that this Court:

- A. Grant a permanent injunction enjoining Defendant Triad, its officers, successors, assigns, and all persons in active concert or participation with it, from engaging in sexual harassment and retaliation, and any other employment practice which discriminates on the basis of sex.
- B. Order Defendant Triad to institute and carry out policies, practices, and programs which provide equal employment opportunities for women and which eradicate the effects of its past and present unlawful employment practices.
- C. Order Defendant Triad to make whole Ms. CRe and a class of similarly-situated female employees by providing appropriate backpay with prejudgment interest, in amounts to be determined at trial, and other affirmative relief necessary to eradicate the effects of its unlawful employment practices, including but not limited to frontpay/reinstatement of Ms. CRe and other similarly-situated female employees.
- D. Order Defendant Triad to make whole Ms. CRe and a class of similarly-situated female employees by providing compensation for past and future pecuniary losses resulting from the unlawful employment practices described in paragraph 7 above, including expenses for medical treatment and medication, in amounts to be determined at trial.
- E. Order Defendant Triad to make whole Ms. CRe and a class of similarly-situated female employees by providing compensation for past and future nonpecuniary losses resulting from the unlawful practices complained of in paragraph 7 above, including fear, anxiety, loss of

earning capacity, loss of enjoyment of life, suffering, humiliation, emotional pain, loss of dignity, and inconvenience, in amounts to be determined at trial.

F. Order Defendant Triad to pay punitive damages to Ms. CRe and a class of similarly-situated female employees for its malicious and reckless conduct described in paragraph 7 above, in amounts to be determined at trial.

G. Grant such further relief as the Court deems necessary and proper in the public interest.

H. Award the EEOC its costs of this action.

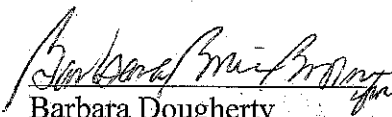
JURY TRIAL DEMAND

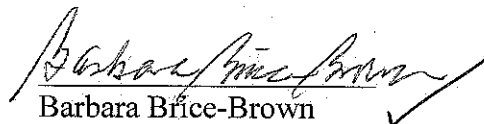
The EEOC requests a jury trial on all questions of fact raised by its Complaint.

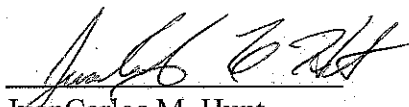
Dated this 12th day of December, 2002.

Respectfully submitted,

Gwendolyn Young Reams
Associate General Counsel


Barbara Dougherty
Assistant General Counsel
DC Bar 387628


Barbara Brice-Brown
Senior Trial Attorney
DC Bar 421142


Juan Carlos M. Hunt
Trial Attorney

EQUAL EMPLOYMENT
OPPORTUNITY COMMISSION
Washington Field Office
1400 L Street N.W., Suite 200
Washington D.C. 20005
(202) 275-7041
(202) 275-6834 (fax)
JuanCarlos.Hunt@EEOC.gov