

- **EEOC v. JPI Partners**

No. CIV 02 2643 PHX FJM (D. Ariz. January 11, 2005)

In this individual Title VII lawsuit, the Phoenix District Office alleged that JPI Partners, a company that builds and manages apartment complexes, disciplined and terminated charging party because she was pregnant. Charging party was hired in August 1999 as the Regional Property Manager for four of defendant's Phoenix apartment complexes. Defendant gave her a merit raise within her first 4 months of employment, and she earned performance bonuses in June and August 2000 for meeting her occupancy and move-in goals. Following a July 2000 reorganization, charging party reported to a new manager. Charging party informed the new manager in early August 2000 that she was pregnant, and within a week the manager gave her a verbal performance warning and wrote a memorandum to the Divisional President and Vice President criticizing charging party and setting forth a plan to force her out within 30 days. Defendant terminated charging party a month later without following its progressive discipline system.

The parties resolved the case through a 2-year consent decree, providing the charging party with \$135,000 in monetary relief. Defendant is prohibited from discriminating against applicants or employees based on sex, from disciplining or terminating employees because of pregnancy, and from retaliation. Defendant will post a notice in a prominent place at all of its facilities in Arizona regarding the requirements of Title VII and explaining how to file a discrimination complaint internally, with the Arizona Civil Rights Division, and with the EEOC. In addition, defendant will provide 2 hours of EEO training to all employees at each Arizona property as well as the next two levels of supervisors within charging party's region.