

- **EEOC v. Hugh O'Kane Electric Co., LLC**

No. L-02-2503 (D. Md. August 8, 2003)

In this Title VII lawsuit, the Baltimore District Office alleged that defendant, a nationwide telecommunications network, subjected a group of employees working at company facilities in Maryland, Virginia and the District of Columbia to a hostile working environment based on their race (black) and national origin (Afghanistan, Nigeria, Sudan and Cameroon). The claimants, who were employed for approximately 4 to 6 weeks, were subjected to racial epithets ("sand nigger," "black monkey") and insulting comments ("beatle eater," "camel jockey") from managers and some were discharged because of their race and/or national origin. The complaint also alleged that an Afghani class member employed as a project manager was demoted and discharged because he opposed the discriminatory practices, including refusing to discriminatorily discharge class members. A related case, Nestor, et al. v. Hugh O'Kane Electric Co., was consolidated with EEOC's lawsuit for discovery.

The two cases were resolved through a consent decree which provides for a total payment of \$1.1 million in monetary relief to be distributed to the aggrieved claimants (\$749,151 to 19 claimants in EEOC's lawsuit and \$350,849 to claimants in the related case). Defendant is enjoined in the states of Maryland, Virginia and the District of Columbia from discharging employees because of their race or national origin, from maintaining a hostile environment based on race or national origin, and from retaliating against individuals who oppose unlawful discriminatory practices. Defendant further agrees to revise its written policy on race and national origin harassment to include improved complaint procedures and to distribute the revised policy to all managers and employees.