

In EEOC v. Produce, Inc., and Six L's Packing Co. (M.D. Fla. Nov. 30, 2004), EEOC alleged that a national produce company subjected three female employees at its Immokalee, Florida vegetable grading and packing facility to offensive verbal and physical conduct by two supervisors and discharged one worker for rejecting the sexual advances of her supervisor. The company's sexual harassment policy was written only in English even though its workforce was comprised largely of immigrants of Haitian or Hispanic origin who read little or no English. The company circulated other workplace rules and regulations in Creole, Spanish, and English. The suit was resolved through a consent decree providing a total of \$206,000 to the three women and a positive letter of reference to the woman who was discharged. The decree enjoins sex discrimination and retaliation, and requires distribution of a harassment and retaliation policy and annual reporting on sexual harassment and retaliation complaints at the company's Florida locations.