

- **EEOC v. Airguide Corp. and Pioneer Metals, Inc.**

No. 02-22912-CIV-Lenard/Simonton (S.D. Fla. June 14, 2004)

The Miami District Office filed this Title VII suit against a South Florida heating/air conditioning parts manufacturer (Airguide) and its parent company (PMI) alleging that a supervisor at the manufacturing plant subjected three female employees to sexually explicit comments and that this sexual harassment continued despite their repeated complaints to management. EEOC also alleged that defendant retaliated against two of the women after they complained to management or the EEOC, disciplining both of them and ultimately discharging one and constructively discharging the other, who resigned after being transferred to another department against her will. Finally, EEOC alleged that four male employees were subjected to retaliation in the form of harassment, reprimands, suspensions, other discipline, or termination for providing information in support of the women's sexual harassment claims, filing EEOC charges on their own behalf, or participating in the EEOC's onsite investigations.

The case was resolved by a three-year consent decree that requires defendants to pay a total of \$1 million to the seven complainants and to expunge their personnel files of any negative data such as unsatisfactory personnel entries, disciplinary warnings, and termination reports. Defendant PMI further agrees to disseminate its written policy prohibiting sexual harassment and retaliation to all of its employees and managers at PMI locations in the state of Florida (19 cities). PMI's president will meet personally with PMI's human resource manager and stress adherence to the federal anti-discrimination laws as well as the company's sexual harassment and retaliation policy. The HR manager also must attend a half day of training on complying with federal anti-discrimination laws, and notations of his meeting with the president and attendance at the training must be entered in his personnel file.