

- **EEOC v. Pinnacle Nissan, Inc., and ABC Nissan, d/b/a Automotive Investment Group, Inc.**  
No. CIV 00-1872 PHX MHM (D. Ariz. February 20, 2003)

The Phoenix District Office alleged in this Title VII lawsuit that defendant, a car dealership, subjected employees to a hostile working environment based upon their national origin (Middle- Eastern and Hispanic) and religion (Jewish) and retaliated against those employees who opposed discrimination. The case was resolved through a consent decree which provides for a total payment of \$361,451 to seven claimants (ranging from \$168,000 to \$6,667) plus an additional \$159,549 in fees and costs to the attorney representing three claimants who intervened. Pursuant to the decree, defendant agrees that it will not discriminate based on national origin or religion or retaliate against any employee who opposes discriminatory practices. Defendant will evaluate managerial personnel on their performance in responding to employee discrimination complaints and for their compliance with EEO laws and will discipline any manager who fails to enforce defendant's anti-discriminatory policies and EEO laws. Defendant also agrees to hire an Ombudsperson, who will report directly to defendant's president, to review its anti-discrimination policies, establish a diversity awareness program and investigate complaints of discrimination.