

Garden Center—Disability Discrimination: \$50,000

The employee was a stocker at a garden center. His mother disclosed through casual conversation with his manager that her son suffered from an inherited disease. The employer promptly told the stocker not to return to work. He filed a charge with the EEOC, who filed a disability discrimination lawsuit on his behalf. The garden center paid \$50,000 to settle the claim.

Wholesale Nursery – Sexual Harassment: \$65,000

The female employee worked at a wholesale nursery for nearly eight years. She had complained to the owner that her immediate supervisor kept asking her out and refused her requests to stop the unwanted approaches. She was fired only hours after reporting the harassment. After the EEOC brought suit on her behalf, the owner settled for \$65,000.

Landscape Contractor—Religious Discrimination and Retaliation: \$75,000

When the employee began work for the landscape contractor, he negotiated into his contract longer lunch breaks on Fridays to attend religious services. His responsibilities grew, but so did the disparaging remarks made by a supervisor about his religion. The employee complained to management, and was soon fired. The EEOC sued, and the landscape contractor settled for \$75,000.

Florist Shop—Retaliation: \$51,000

The family-owned and run flower shop employed the stepdaughter of the owner. She had several arguments with her stepfather, one resulting in a physical altercation at the shop. She called police and pressed charges against him, and she was immediately terminated from employment. She sued for retaliation, among other things, and a jury awarded her \$51,000, an amount that included retaliation damages.

Tree Farm—Sexual Harassment and Retaliation: \$150,000

Four female workers at a tree farm alleged they were faced with extreme sexual harassment from their supervisor. One was taken to remote areas of the farm and sexually assaulted, and then threatened with termination and bodily harm. Management learned about the harassment from a coworker but failed to investigate or respond. Two women were fired for refusing her supervisor's demands or complaining about it. The EEOC filed suit on their behalf, and the tree farm settled for \$150,000.

Flower Grower—Sex Discrimination and Harassment: \$240,000

A group of female greenhouse workers alleged they were continually harassed by supervisors, managers and even the company's owners. They complained of unwanted touching, groping and propositioning. The conduct included jokes about their national origin. Also, workers who reported the harassment and discrimination were retaliated against, including one worker who was fired. The EEOC filed suit on their behalf, and the grower settled for \$240,000.