

Similarly, in EEOC v. J.W. Aluminum Co. (D.S.C. Mar. 10, 2005), a manufacturer of aluminum sheets and foil in rural South Carolina subjected black employees to racist slurs and graffiti, and other racially-charged conduct. Graffiti remained on the bathroom walls continuously for 7 years, and the slurs became less frequent but did not cease after a workplace training session on racial harassment. A consent decree provides \$225,000 to 27 victims, prohibits future discrimination, and requires the company to implement a harassment policy that includes a prohibition of all forms of racial graffiti and a thorough investigation of complaints. The company also must report to EEOC semiannually on complaints of race discrimination and harassment and on all instances where racial graffiti is discovered.