

- **EEOC v. RLS, Inc., dba SEBO's Do-It-Center**

No. CV4-2066M (W.D. Wash. Sept. 30, 2005)

The Seattle District Office alleged that defendant, a hardware and home improvement company with two stores in the State of Washington, subjected charging party to a sexually hostile work environment that resulted in her constructive discharge. In October 2001, at age 18, charging party began working for defendant as a cashier in its Clinton, Washington store, and also trained in cabinet design under the 40-year-old store manager/co-owner. The store manager initially subjected charging party to sexual jokes and comments, and over a 2-year period the conduct escalated to daily jokes, comments, groping, ogling, vulgarities, and innuendos about having a sexual relationship. He met charging party's resistance (such as vocally objecting or turning or pulling away) with veiled threats to her job security. After a particularly objectionable incident, during which the store manager hugged charging party, kissed her on the lips, and told her he loved her, she told him she was uncomfortable with their working relationship and no longer wanted to work in cabinet design. Although the manager said he would set things up differently, and offered her increased compensation, she resigned in October 2003.

Under the 3-year consent decree resolving this case, defendant will pay charging party \$120,000 in monetary relief and provide a positive reference to her prospective employers. Defendant's Clinton store will not retaliate against current or former employees.