

- **EEOC v. Ford of Greensburg**

No. 02-0203 (W.D. Pa. December 30, 2002)

In this Title VII case, the Philadelphia District Office alleged that defendant, a car dealership (which is now closed), subjected charging party, a black salesman, and other black employees, to a racially hostile working environment. The harassment included racially derogatory comments made by co-workers and managers, racially motivated pranks and the distribution of KKK literature at the worksite. As a result of the harassment, charging party quit his job. The case was resolved through a consent decree which provides for a total payment of \$534,000 in back pay and compensatory damages (\$272,000 to charging party and \$262,000 to another claimant). With respect to the car dealerships he currently owns and operates, defendant's owner agreed not to engage in any employment practice which violates Title VII and agreed not to retaliate against the two claimants or any other individual.