- **EEOC v. Dan Lepore & Sons Co. and L.F. Driscoll Co.**
  No. 2:03-CV-5462-LDD (E.D. Pa. Feb. 24, 2005)

  The Philadelphia District Office filed this individual Title VII case alleging that defendant Dan Lepore & Sons Co., a Philadelphia area masonry contractor, subjected charging party to a sexually hostile work environment and retaliated against her for complaining of the harassment, and that L.F. Driscoll Co., which manages construction projects in New Jersey, Pennsylvania, Delaware, and Maryland, disciplined charging party because of her sex. From July to November 2001, charging party, the only female stone mason in her local bricklayers' union, worked at defendant Lepore's University of Pennsylvania construction site. At that site, charging party's male coworkers subjected her to unwelcome and sexually offensive comments, which she asked them to stop. In November 2001 defendant Lepore transferred charging party to its Kimmel Center site. At this job site, charging party's male supervisor and coworkers subjected her to pervasive offensive sexual comments. On November 27 charging party told the supervisor to stop making the comments. Two days later, a safety inspector employed by defendant Driscoll evicted charging party from the job site for a safety violation (failure to wear safety goggles). Men who engaged in the same infraction were not warned or disciplined. After being evicted from the site, charging party complained to Lepore's president about the sexual harassment she had experienced. She thereafter applied to Lepore for work on numerous other projects, but was hired only once and was laid off after 9 days.

  Under the 3-year consent decree resolving this case, defendants will pay $75,000 to charging party: Defendant Lepore will pay $45,000 and defendant Driscoll will pay $30,000. Defendant Lepore will reinstate charging party into a stone mason position on a Princeton, New Jersey project starting in spring 2005, and will guarantee her at least 1 year's work as a stone mason on that project or, if the project lasts less than 1 year, on other projects.