

**Employment Practices Liability:
Sample Verdicts and Reported Settlements
in Excess of \$2 Million**

September 2015 to September 2020

**Kaufman Borgeest & Ryan LLP
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Employment Practices Liability: Settlements and Verdicts

Every employer is keenly aware of current trends in litigation arising from the workplace. Discrimination, wrongful termination, defamation, and sexual harassment claims in the #metoo era captured headlines and still crowd the dockets of state and federal courthouses around the country. Employers now await the impact of COVID-19. The focus of the employer includes not just litigation strategy, but also risk management and insurance.

There is a considerable demand for information about the cost and settlement value of EPL claims. Unfortunately, there are few comprehensive sources for such information. This is attributable to many factors: the claims may be brought before a wide assortment of federal and state agencies, such as the EEOC and/or state and local civil rights commissions; the claims may be litigated in either state and federal courts; many non-class settlements are not disclosed because confidentiality is at a premium in such cases; employment cases are not always categorized as such; and appeals are common in employment cases.

Here we present a sampling of the largest reported settlements and verdicts in the EPL arena in the U.S. over the past five years. The cases are arranged by the size of the settlement or verdict. We have identified the state of each case and indicated whether the case was in state or federal court. When possible, we have broken out any punitive damage award and explain a bit about the allegations made by the plaintiffs. Each case is categorized as “Gender Discrimination” or “Disability Discrimination” or whatever other description best identifies the case by type. The cut-off point of \$2 million is arbitrary. There are hundreds of additional cases with settlements or verdicts in excess of \$1 million, for example, but logistics preclude tracking and listing them on a regular basis.

The information was gathered from many sources – jury verdict services, attorneys, media reports, dockets, and numerous other public records resources. It should be noted that many, if not most, of the multi-million dollar verdicts were appealed or an appeal is pending, and the final figures may be lower. The figures do not include defense costs (which can eclipse the resolution amount in many cases) unless otherwise indicated.

This summary is intended to be instructional – to provide information about the potential exposure associated with resolving employment litigation. It does not purport to be all-inclusive. Additions since the last edition are highlighted. Future editions of this survey are sure to include resolutions of the new spate of cases against employers involving the workplace impact of the COVID-19 pandemic. Stay tuned.

If you are aware of a non-confidential employment practice liability settlement or verdict within the last five years in excess of \$2 million that is not listed here, please call us or e-mail your comments and cases to: JRyan@kbrlaw.com. We appreciate all input.

EMPLOYMENT PRACTICES LIABILITY
Settlements and Verdicts in Excess of \$2 Million
(September 2015 to September 2020)

1.	<p>\$215,000,000: Settlement</p> <p>The University of Southern California</p> <p>October 2018 Federal Court: CA</p>	<p>Third Party Sexual Harassment/Assault: The University settled with a proposed class of potentially thousands of women who were allegedly sexually abused by a former staff gynecologist. The women asserted the doctor committed sexual abuse, molestation and unwanted touching over a period of decades and with the school's knowledge. The settlement value could be as high as \$240 million once the attorneys' fees are worked out.</p>
2.	<p>\$96,000,000: Settlement</p> <p>American Express Co.</p> <p>August 2017</p>	<p>Third-Party National Origin Discrimination: A settlement between the credit card company and the Consumer Financial Protection Bureau resolving allegations that 221,932 customers in the U.S. Territories of Puerto Rico, Guam and American Samoa, as well as the Virgin Islands, were charged higher fees and interest rates than cardholders in the rest of the country on the basis of their national origin.</p>
3.	<p>\$70,600,000: Verdict</p> <p>Island Girl Ltd.</p> <p>January 2018 State Court: FL</p>	<p>Sexual Assault: A former stewardess on a yacht alleged that her employer, the owner of the yacht, failed to protect her from being raped by a crew worker on the boat. The jury found the company liable because of a nonfunctioning telecommunications system, the absence of a security system, failure to run a background check on the crew worker who assaulted her, and failing to enforce its rule prohibiting crew members from returning to the boat intoxicated.</p>
4.	<p>\$66,400,000: Settlement (Whistleblower Portion)</p> <p>Novartis Pharmaceuticals Corp.</p> <p>November 2015 Federal Court: NY</p>	<p>Whistleblower: Novartis Pharmaceuticals Corp. has agreed to federal oversight of client relations after reaching a settlement in which it would pay \$390 million to the U.S. Department of Justice along with certain states to help resolve numerous civil claims that the company induced specialty pharmacies to increase prescriptions for Novartis brand drugs. Of the \$390 million, \$66.4 million went to the whistleblower. The claim incepted as a whistleblower's False Claims Act suit by a former sales manager in which the Department of Justice and several states intervened early 2014. The whistleblower also received \$12.2 million in a settlement with Accredo Health Group Inc. and \$2.34 million in a settlement with BioScrip Inc., bringing his total compensation for his 2011 False Claims Act suit to more than \$80 million.</p>

5.	<p>\$58,250,000: Verdict</p> <p>Alkiviades “Alki” David</p> <p>State Court: CA November 2019</p> <p>Punitive Damages: \$50 Million</p>	<p>Sexual Harassment: A former production assistant who worked at the defendant’s media companies alleged she was subjected to sexual harassment and sexual battery by Mr. David, an heir to a Greek Coca-Cola bottling fortune. This is one of the largest punitive damages awards in U.S. legal history and the third verdict against Mr. David in 2019 for similar allegations; a fourth case ended in a mistrial and there was a suit in 2016 that was settled.</p>
6.	<p>\$55,000,000: Settlement</p> <p>JPMorgan Chase</p> <p>January 2017 Federal Court: NY</p>	<p>Third Party Race Discrimination: The government filed suit on behalf of 53,000 African-American and Latino mortgage borrowers who alleged they were charged higher interest rates and fees than similarly situated white borrowers. The complaint asserted that Chase allowed independent mortgage brokers to adjust pricing based on factors not related to borrower risk without documented justification and incentivized the brokers with bonuses when they charged interest rates above the rates based on standard credit criteria.</p>
7.	<p>\$50,520,000: Verdict</p> <p>Lockheed Martin</p> <p>January 2017 Federal Court: NJ</p> <p>Punitive Damages: \$50 million</p>	<p>Age Discrimination: A former senior project specialist engineer alleged he was fired during a reduction in force because he was the oldest person in his group. He further alleged that the four other people with his title who were also terminated were all over 50.</p> <p>Update: In December 2017, a New Jersey federal judge vacated the verdict, ruling the jury could not have determined the upper management actually participated in the discrimination. The judge did not make any changes to the \$520,000 award for emotional damages, but ordered a new trial for the punitive damages (which had been \$50M).</p>
8.	<p>\$47,000,000: Verdict</p> <p>American Association of Physician Specialists Inc.</p> <p>February 2016 Federal Court: CA</p> <p>Punitive Damages: \$20,000,000</p>	<p>Retaliation: A dermatologist filed suit, claiming the organization suspended the membership of physicians who investigated its leadership, and that she was ousted when she voiced her objections. The jury awarded \$27 million in compensatory damages and \$20 million in punitive damages.</p>

<p>9.</p>	<p>\$45,000,000: Settlement</p> <p>Family Dollar</p> <p>March 2018 Federal Court: NC</p>	<p>Gender Discrimination: A class action alleging that 37,000 current and former female store manager employees at the discount stores chain were paid less than similar male employees.</p>
<p>10.</p>	<p>\$37,250,000: Settlement</p> <p>The U.S Department of Energy’s Lawrence Livermore National Laboratory</p> <p>October 2015 Federal Court: CA</p>	<p>Age Discrimination: 129 former employees of the Lab claimed they lost their jobs due to age discrimination. The workers alleged that a layoff was the Lab’s way of getting rid of older employees and hiring younger people for less wages. The claims were litigated in two separate jury trials, one alleging breach of the employees’ contracts, and one alleging age discrimination. The employees won the breach of contract claims, and the Lab prevailed on the age discrimination claims, but with both jury verdicts on appeal, the Lab opted to settle both.</p>
<p>11.</p>	<p>\$35,500,000: Settlement</p> <p>Wells Fargo Advisors</p> <p>January 2017 Federal Court: IL</p>	<p>Race Discrimination: A putative class action lawsuit on behalf of more than 320 current and former brokers who alleged that African-American brokers and trainees were denied business opportunities and excluded from high-producing teams because of their race.</p> <p>Update: In May 2017, an Illinois federal judge granted final approval of the settlement.</p>
<p>12.</p>	<p>\$32,500,000: Settlement</p> <p>MetLife Securities, Inc.</p> <p>July 2017 Federal Court: NY</p>	<p>Race Discrimination: A class of 690 black employees alleged that MetLife Securities Inc. violated federal civil rights law by discriminating against black financial services representatives. The allegations included that black employees were given fewer chances to team up with their colleagues, prevented from getting good accounts, and given restricted training opportunities.</p>
<p>13.</p>	<p>\$31,000,000: Verdict</p> <p>Danaher Corp. (Sybron Dental Specialties, Inc. and KaVo Kerr Group)</p> <p>June 2018 State Court: CA</p> <p>Punitive Damages: \$28 million</p>	<p>Age Discrimination, Age Harassment, Wrongful Termination and Retaliation: A 58-year-old female employee who worked at various plant locations at a company that makes tools as a materials buyer and planner alleged she was subjected to age discrimination, including her direct supervisor and his boss making comments such as “you are outdated,” “we need younger workers here,” “you are part of the old culture,” and “dumb female.” She asserts her supervisors put extreme pressure on her to perform a certain way or she would be fired, and when she was constructively discharged, she was replaced by a man in his 20’s.</p>

<p>14.</p>	<p>\$31,000,000: Verdict</p> <p>Wal-Mart Stores East LP</p> <p>January 2016 Federal Court: NH</p> <p>Punitive Damages: \$15 million, reduced to \$300,000</p>	<p>Gender Discrimination and Retaliation: A pharmacist filed suit, alleging she was wrongfully fired after she reported a number of problems with staffing issues, including a complaint that a co-worker accessed and shared her medical information with other store employees. She alleges the pretext for her termination was that she lost her pharmacy key, although other male co-workers who did the same thing were not terminated. The jury awarded her \$15 million in punitive damages, \$15 million in enhanced compensatory damages, and \$1 million in lost wages and other damages.</p> <p>Update: In February 2016, the US District Judge trimmed the \$15 million punitive damages award down to \$300,000, bringing the total award down to \$16.3 million. In May 2016, Wal-Mart asked the judge to overturn the verdict, but in September 2016, the motion was denied.</p>
<p>15.</p>	<p>\$28,650,000: Verdict</p> <p>Cleveland Clinic Foundation</p> <p>April 2018 State Court: OH</p> <p>Punitive Damages: \$26.375 million</p>	<p>Age Discrimination and Retaliation: A 77-year-old ear, nose and throat doctor alleges he was pressured to retire when a new chairman of the Head and Neck Institute came on, telling him he was “no longer a fit” for the hospital. The doctor asserts his patients were steered to younger doctors and when he complained, he was informed he would not be reappointed. The jury awarded him \$1.9 million in economic compensatory damages, \$325,000 in emotional distress damages, and \$26.375 million in punitive damages, although the award may be reduced in accordance with Ohio’s statutory caps.</p>
<p>16.</p>	<p>\$28,000,000: Verdict</p> <p>Brigham and Women’s Hospital</p> <p>May 2018 State Court: MA</p> <p>Punitive Damages: \$25 million</p>	<p>Retaliation: A nurse alleged she came to the aid of a fellow nurse whom she believed was the victim of verbal abuse, and the hospital began investigating her for poor nursing in retaliation. According to her complaint, as soon as she stood up for the other nurse, she became a “bad nurse,” although she was still allowed to continue to treat around 3,200 patients per year.</p>

<p>17.</p>	<p>\$27,000,000: Verdict</p> <p>Allstate Insurance Co.</p> <p>June 2016 Federal Court: IL</p> <p>Punitive Damages: \$10 million collectively</p>	<p>Defamation: Four former Allstate employees who were terminated for allegedly violating the company’s ethics code by manipulating the “pay-for-performance” system to score higher bonuses filed suit alleging the company defamed them and violated the Fair Credit Reporting Act by not providing them with a copy of the investigation that led to their terminations. One employee received almost \$7.2 million in defamation damages and \$4 million in punitive; the second received about \$2.9 million for defamation and \$2 million for punitive; the third received roughly \$3.6 million for defamation and \$3 million for punitive; and the fourth received \$3.4 million for defamation and \$1 million for punitive.</p> <p>Update: In May 2017, Allstate appealed the verdict, asserting the traders were fully informed about claims against them and were unharmed by the claimed defamation.</p> <p>Further Update: In October 2018, the Seventh Circuit vacated the verdict, finding that the traders had failed to offer evidence of any prospective employers who declined to hire them due to Allstate’s alleged defamatory statements.</p>
<p>18.</p>	<p>\$25,000,000: Verdict</p> <p>Cardiovascular Systems Inc.</p> <p>April 2017 State Court: CA</p> <p>Punitive Damages: \$22.4 million</p>	<p>Retaliation/Whistleblower: Suit brought by former sales manager alleging he was fired after complaining about doctor kickbacks and promotion of off-label medical device uses. Plaintiff asserted he brought the concerns to the company’s legal and human resources department. He claimed that he spoke to his supervisor regarding a sales rep who was reporting to physicians that a different CSI device was used in a cardiovascular procedure for a use not approved by the U.S. FDA. After bringing up the matter, he was allegedly told that his sales quota was increased by 41 percent.</p>
<p>19.</p>	<p>\$24,000,000: Settlement</p> <p>JPMorgan Chase Bank NA</p> <p>September 2018 Federal Court: IL</p>	<p>Race Discrimination: A proposed class of 247 current or former registered brokers alleged the company-wide policies and practices resulted in African-American financial advisors being given less lucrative assignments, being denied opportunities, and being kept out of a program that serviced high net worth clients.</p>
<p>20.</p>	<p>\$24,000,000: Settlement</p> <p>U.S. Secret Service</p> <p>January 2017 Federal Court: DC</p>	<p>Race Discrimination: A nearly 17-year dispute involving more than 100 Secret Service agent class members who alleged the government did not promote African-American agents. The amended complaint in the suit also alleged the Secret Service and other law enforcement officers attended an annual racist event called the “Good Ol’ Boys Roundup.”</p>

<p>21.</p>	<p>\$22,900,000: Settlement (Whistleblower Portion)</p> <p>Warner Chilcott U.S. Sales LCC</p> <p>October 2015 Federal Court: CA</p>	<p>Whistleblower: Three former employees filed suit under California’s Insurance Fraud Prevention Act (similar to qui tam) alleging that the Ireland-based drug maker violated the Anti-Kickback Statute and HIPAA privacy protections, and caused false claims to be submitted to government health insurance programs. Warner Chilcott, now part of Allergan, plead guilty to a felony charge of healthcare fraud, and the plea deal was part of a global settlement with the federal government for \$125 million that settles two criminal cases and the civil whistleblower case.</p>
<p>22.</p>	<p>\$21,900,000: Settlement</p> <p>Toyota Motor Credit Corp.</p> <p>February 2016 Federal Court: CA</p>	<p>Third Party Race Discrimination: A complaint alleging Toyota charged thousands of African-American, Asian and Pacific Islander customers higher interest rates for auto loans than white borrowers with similar creditworthiness. The complaint alleges that Toyota allowed dealerships to charge interest rate markups at their discretion, and did not require the dealers to document reasons for adding basis points to loans or monitor the portfolios for possible discrimination.</p>
<p>23.</p>	<p>\$21,500,000: Verdict</p> <p>Park Hotels and Resort, Inc. (formerly known as Hilton Worldwide Inc.)</p> <p>January 2019 Federal Court: FL</p> <p>Punitive Damages: \$21 Million</p>	<p>Religious Discrimination and Retaliation: A dishwasher at the hotel chain filed suit alleging she was terminated because she couldn’t work on Sundays due to religious obligations. Claimant, who is a member of the Catholic missionary group the Soldiers of Christ Church, alleged the hotel did allow her to have Sundays off for three years, but when she was then scheduled to work on a Sunday, she submitted a written request for Sundays off. At that time, the hotel accommodated her by scheduling her from Mondays to Thursdays, but a kitchen manager changed her schedule six years later and disregarded her further written requests, terminating her for misconduct, negligence and unexcused absences.</p> <p>Update: In July 2019, the appeals court cut the punitive damages from \$21 million to the cap of \$300,000.</p>

<p>24.</p>	<p>\$20,800,000: Settlement</p> <p>City of New York</p> <p>July 2018 Federal Court: NY</p>	<p>Gender Discrimination: The U.S. Department of Justice filed suit alleging the City required nurses and midwives (predominantly female) to work years longer to earn retirement with full pensions than other workers in mostly male-dominated jobs, such as ferry captain, plumber and highway repairer. The New York State Nurses Association repeatedly petitioned the city to add RNs and midwives to the list of “physically taxing jobs,” which allowed for retirement with full pensions as young as age 50, but the City declined, requiring the nurses to work to age 55-57 at a minimum to receive full pensions.</p>
<p>25.</p>	<p>\$20,500,000: Settlement</p> <p>Jackson National Life Insurance Company</p> <p>January 2020 Federal Court: CO</p>	<p>Race and Sex Discrimination: A lawsuit was filed by the U.S. Equal Employment Opportunity Commission on behalf of 21 workers in the insurance company’s Denver and Nashville offices alleging the company tolerated a hostile work environment that included workers calling black colleagues “lazy,” throwing things at them and posting racially demeaning cartoons. The agency also asserted a manager referred to black female employees as “resident street walkers” and that women were subjected to sexual harassment, including leering and unwanted kissing.</p>
<p>26.</p>	<p>\$20,000,000: Settlement</p> <p>Walmart, Inc.</p> <p>August 2020 Federal Court: KY</p>	<p>Sex Discrimination: The Equal Employment Opportunity Commission alleged the retailer uses a physical abilities test for applicants at grocery distribution centers that disparately impacts females. The agency asserted the test is not job-related for grocery order fillers, and ultimately deprived women of those jobs.</p>
<p>27.</p>	<p>\$19,900,000: Verdict</p> <p>St. Louis County, Missouri</p> <p>September 2019 State Court: MO</p>	<p>Sexual Orientation Discrimination/Retaliation: A police officer alleged he was told by a member of a civilian oversight committee that the police chief and others in power would not promote him unless he could “tone down your gayness.” The officer asserts that despite ranking third out of nine, he was continually passed over for promotions. He filed a complaint with the Missouri Commission on Human Rights and shortly thereafter was moved from afternoon shifts to overnight shifts at a precinct nearly 30 miles away from his home in retaliation. The jury awarded the police officer \$12 million for his sex discrimination claims and \$8 million for his retaliation claims.</p> <p>Update: In February 2020, the parties reached a settlement in the amount of \$10.25 million to avoid appeal of the verdict.</p>

<p>28.</p>	<p>\$19,500,000: Settlement</p> <p>Qualcomm Technologies, Inc.</p> <p>July 2016 Federal Court: CA</p>	<p>Gender Discrimination: A class of 3,300 current and former employees in science, technology, engineering and math-related roles accused the company's promotion policies of unfairly choosing and grooming men for promotions over women. The employees further assert women caring for children were discouraged from taking leave and workers who stayed late were rewarded regardless of productivity.</p>
<p>29.</p>	<p>\$18,900,000: Proposed Class Settlement</p> <p>The Weinstein Co. Holdings LLC</p> <p>June 2020 Federal Court: NY</p>	<p>Sexual Harassment/Hostile Work Environment: Hollywood producer and convicted rapist Harvey Weinstein proposed a settlement to end a putative class action alleging he sexually abused dozens of women. The suit says Weinstein leveraged his powerful position as the head of his now-bankrupt movie company to assault women, coerce them into sexual relationships and otherwise preyed upon them. The settlement, which releases the women from confidentiality, nondisclosure and nondisparagement agreements with The Weinstein Company or any former members of the company as they relate to sexual misconduct by Weinstein, and requires the approval of the district court as well as a bankruptcy court.</p> <p>In July 2020, several of Harvey Weinstein's accusers opposed the settlement, calling it a "cruel hoax," "patently unfair" and saying it doesn't do enough. They also challenge the structure of the proposed settlement and contend that a related global settlement of The Weinstein Co. bankruptcy proceeding gives significantly more money to the alleged wrongdoers, including Weinstein, his brother, and the board of The Weinstein Co., than the proposed class of accusers. For example, one of the accusers who filed an opposition to the settlement says the agreement would nix The Weinstein Co. as a defendant in her pending case, cancel all possible insurance coverage for Weinstein individually and The Weinstein Co. in her case, give Weinstein \$1.5 million to fight her claims and limit her recovery to \$150,000 if she later decided to join the class.</p>
<p>30.</p>	<p>\$18,800,000: Settlement</p> <p>Southwest Airlines Co.</p> <p>September 2018 Federal Court: CA</p>	<p>Military Service Discrimination: A proposed class of approximately 2,000 pilots allege the airline violated the Uniformed Services Employment and Reemployment Act ("USERRA") by not letting the pilots accrue sick leave while they were on short-term military leave (classified as less than two weeks), although those benefits were accrued while the pilots were out for bereavement, union duty or jury duty. The settlement includes a fund that will make the pilots whole for unpaid retirement contributions.</p> <p>Update: In December 2018, the judge granted preliminary approval of the settlement.</p>

<p>31.</p>	<p>\$17,400,000: Verdict</p> <p>Moreno Farms, Inc.</p> <p>September 2015 Federal Court: FL</p> <p>Punitive Damages: \$15 million</p>	<p>Sexual Harassment and Retaliation: Five female migrant agricultural workers, in a sexual harassment case brought by the EEOC against their produce farm, alleged that three supervisors (two of whom were the sons of the owner) harassed, groped, and in some instances raped the migrant workers. The suit alleged that the men threatened the women with termination, and ultimately did fire them for resisting their sexual advances. Jurors awarded the five women \$2.4 million in compensatory damages and \$15 million in punitive damages. The trial was limited to damages as Moreno Farms defaulted and did not participate in the case.</p>
<p>32.</p>	<p>\$16,800,000: Verdict</p> <p>Ford Motor Co.</p> <p>March 2018 Federal Court: MI</p> <p>Punitive Damages: \$15 million</p>	<p>Retaliation/Wrongful Termination: An engineer alleged he was harassed by two of his supervisors due to his Arab ethnicity, Lebanese national origin, and accent. He further alleged that the stress of the harassment forced him to take medical leave, and that when he complained to human resources, Ford demoted him and ultimately terminated his employment in retaliation. The jury found Ford did retaliate against the engineer, but that the demotion and termination was not due to his race.</p>
<p>33.</p>	<p>\$16,600,000: Verdict</p> <p>McWane, Inc.</p> <p>June 2017 State Court: CA</p> <p>Punitive Damages: \$13.8 million</p>	<p>Race Discrimination: A black former production supervisor at a manufacturing company that makes fire hydrants was allegedly subjected to racially derogatory names and nothing was done when he complained to management.</p>
<p>34.</p>	<p>\$15,500,000: Settlement</p> <p>State of Florida, Department of Education, et al.</p> <p>September 2019 Federal Court: FL</p>	<p>Race Discrimination: The Florida teachers' union alleged the university's "Florida's Best and Brightest Teacher Scholarship Program" violated federal anti-discrimination law by leaving out black and Hispanic teachers. The program paid bonuses to teachers who were rated "highly effective" and scored in the 80th percentile or higher on the SAT or ACT tests, which allegedly had a disparate impact on black and Hispanic teachers. The settlement will be split between the two classes comprising black and Hispanic classroom teachers who were rated highly effective but not paid bonuses.</p>

<p>35.</p>	<p>\$15,400,000: Verdict</p> <p>Tribune Co./Los Angeles Times Communications LLC</p> <p>August 2019 State Court: CA</p>	<p>Age and Disability Discrimination: A columnist for the LA Times' sports section filed suit alleging the paper forced him out because of his age and the fact that he had suffered a mini-stroke. In November 2015, a jury awarded him \$7.1 million. In January 2016, a California state judge overturned the verdict, cutting \$2.1 million in economic damages from the jury's award after finding insufficient evidence to support the jury's conclusion that the plaintiff was forced out of his job, and ordering a new trial on the constructive discharge claim and resulting damages. The jury in the new trial awarded him \$15,400,000.</p>
<p>36.</p>	<p>\$15,400,000: Verdict</p> <p>Jack in the Box Inc.</p> <p>June 2019 State Court: CA</p> <p>Punitive Damages: \$10 million</p>	<p>Age, Disability Discrimination and Wrongful Termination: A supervisor at the fast-food restaurant alleged she was subjected to discrimination due to her age and an orthopedic injury she suffered on the job. She further alleged she was harassed after she made two sexual harassment complaints on behalf of teenage cashiers who had been sexually harassed by adult management staff.</p>
<p>37.</p>	<p>\$15,000,000: Settlement</p> <p>The State of Washington</p> <p>May 2017 State Court: WA</p>	<p>Military Veterans Discrimination: The State of Washington paid a class of 878 veterans who were hired as troopers and 109 who applied, who alleged that the state violated federal law by denying hiring and promotion preference to military veterans. The settlement is the largest ever for a USERRA claim.</p>
<p>38.</p>	<p>\$15,000,000: Settlement</p> <p>Pritzker (The U.S. Census Bureau)</p> <p>April 2016 Federal Court: NY</p>	<p>Race Discrimination: A class action lawsuit was filed against the Census Bureau, alleging that its policy of screening employees based on criminal records and requiring applicants to provide official documentation on all arrests and convictions within 30 days was disproportionately unfair to minority groups that have higher arrest and conviction rates than whites. The class included only African-American applicants, but the settlement was also expected to benefit Latino applicants.</p>
<p>39.</p>	<p>\$14,000,000: Settlement</p> <p>Trustees of Dartmouth College</p> <p>August 2019 Federal Court: NH</p>	<p>Third-Party Sexual Harassment: Title IX class action suit alleging three former tenured psychology professors, aka the "Predators' Club," subjected at least nine students to harassment and a hostile environment. The complaint alleged the professors treated the students as sex objects and turned the Department of Psychology and Brain Sciences into a "21st-century Animal House." The students asserted that complaints had been lodged against the professors since 2002 but nothing was done by the University until one of them sexually assaulted a student and the press found out about it.</p>

40.	<p>\$14,000,000: Settlement</p> <p>Wal-Mart Stores, Inc.</p> <p>October 2019 Federal Court: IL</p>	<p>Pregnancy Discrimination and Retaliation: Two formerly pregnant employees alleged Wal-Mart violated disability discrimination laws with its policy of three-tiered accommodations, wherein employees who sustained on-the-job injuries, pregnant employees, and all other disabled employees received different accommodations.</p>
41.	<p>\$13,400,000: Verdict</p> <p>American Sugar Holdings Inc.</p> <p>March 2018 Federal Court: NY</p> <p>Punitive Damages: \$11.7 million</p>	<p>Gender Discrimination/Hostile Work Environment: A female employee, one of only seven women among a workforce of approximately 150 at the cane sugar refining company, alleged a maintenance department supervisor “mercilessly” harassed and humiliated her on a daily basis, including smacking her on the buttocks and insulting her age and appearance. She further asserts the work environment is a hostile place for minorities: she noticed a noose was hung on the wall when she began working there, and a supervisor removed it but no further investigation or action was taken.</p>
42.	<p>\$13,035,000: Verdict</p> <p>University of California at Los Angeles, et al.</p> <p>February 2018 State Court: CA</p>	<p>Gender Discrimination: A jury found in favor of a 10-year researcher who was the only female in the lymphoma program at UCLA. Claimant alleged she was subjected to unequal treatment and harsh comments due to her gender, and was ultimately forced to look for a new job after an argument with a colleague left her in fear for her safety.</p> <p>Update: In May 2020, an appellate court overturned the verdict, finding that the jury instructions unfairly prejudiced the jury against UCLA.</p>
43.	<p>\$12,625,000: Verdict</p> <p>Albertsons LLC</p> <p>March 2020 Federal Court: WA</p> <p>Punitive Damages: \$10 M</p>	<p>Retaliation: A jury found that a grocery store employee for 30+ years was targeted for poor performance reports and ultimately terminated after she raised concerns with human resources that a relatively new Seattle region boss, who was installed shortly after Albertsons merged with Safeway, appeared to be targeting and selectively firing female managers. The grocery chain is seeking a retrial, saying the award is not fair and they should have been allowed to present a report prepared by their expert.</p>

<p>44.</p>	<p>\$12,200,000: Settlement (Whistleblower Portion)</p> <p>Accredo Health Group</p> <p>February 2016 Federal Court: NY</p>	<p>Whistleblower: A former Novartis Pharmaceuticals Corp. sales manager filed suit in New York federal court claiming Novartis offered Accredo and BioScrip Inc. performance rebates and discounts to push its medications. The U.S. Department of Justice and several states intervened in the suit. Accredo agreed to settle the matter as against it for \$60 million. The whistleblower also received \$66.4 million of a \$390 million settlement with Novartis and \$2.34 million of a \$11.7 million settlement with BioScrip Inc., bringing his total compensation for his 2011 False Claims Act suit to more than \$80 million.</p>
<p>45.</p>	<p>\$12,000,000: Settlement</p> <p>Texas Roadhouse, Inc.</p> <p>March 2017 Federal Court: MA</p>	<p>Age Discrimination: The EEOC brought a suit against the steakhouse that alleged the restaurants would not hire applicants over 40 years of age for positions that dealt with the public, such as hosts, servers and bartenders.</p>
<p>46.</p>	<p>\$11,300,000: Settlement</p> <p>Mid-America Apartment Communities, Inc. and Mid-America Apartments, L.P.</p> <p>November 2018 Federal Court: DC</p>	<p>Third-Party Disability Discrimination: The Justice Department filed suit against the property owners, alleging they failed to build 50 apartment complexes in six states and the District of Columbia with accessible features for persons with disabilities. The majority of the settlement will go towards retrofitting 36 properties they currently own; \$25,000 of the settlement is for retrofitting 14 properties they no longer own. The improvements include removing building entrances with steps and excessive slopes, moving electrical outlets and thermostats to within the reach of persons who use wheelchairs and making sure bathrooms and kitchens have sufficient space for wheelchair-bound tenants to maneuver.</p>
<p>47.</p>	<p>\$11,100,000: Verdict</p> <p>FilmOn.TV Networks Inc., Hologram USA, Alkiviades "Alki" David, et al.</p> <p>April 2019 State Court: CA</p> <p>Punitive Damages: \$8 million</p>	<p>Sexual Harassment, Retaliation and Wrongful Termination: A sales executive alleged that the founder of these TV companies subjected her to a hostile work environment, repeated sexual harassment, and battery. She alleged that the companies knew about the conduct but didn't stop it, and that her harasser ultimately retaliated against her for rebuffing his advances by firing her. This is one of three verdicts against the harasser in 2019 for the same allegations, as well as an additional case that ended in a mistrial, and a suit in 2016 that was settled.</p> <p>Update: In November 2019, the claimant agreed to a reduction in compensatory damages by \$437,120, and the individual defendant was ordered to pay an additional \$1.34 million in attorneys' fees.</p>

<p>48.</p>	<p>\$11,000,000: Settlement</p> <p>Google LLC</p> <p>July 2019 Federal Court: CA</p>	<p>Age Discrimination: A class of 230 applicants for engineering jobs, who were older than 40 years old, alleged Google has a systemic practice of discriminating against software engineer job applicants due to their age. \$2.7 million of the settlement is for attorneys' fees.</p>
<p>49.</p>	<p>\$11,000,000: Settlement (Whistleblower's portion)</p> <p>Lincare Inc.</p> <p>June 2017 Federal Court: MA</p>	<p>Whistleblower: Medical equipment maker will pay \$20 million to settle whistleblowers' allegations that it fraudulently billed government programs for its products and services. The complaint alleged that some services for which Lincare received reimbursement from the government weren't eligible for reimbursement, weren't medically necessary, were never provided, and/or were provided in violation of standards and regulations. The company also allegedly fabricated evidence to justify refills of oxygen that were never requested, improperly waived co-payments and deductibles, paid kickbacks to get referrals and failed to return overpayments.</p>
<p>50.</p>	<p>\$10,900,000: Verdict</p> <p>City of Boston</p> <p>October 2015 State Court: MA</p> <p>Punitive Damages: \$10 million</p>	<p>Race Discrimination and Retaliation: A Haitian-American senior administrative assistant, who worked for the City's Treasury Department for nearly 30 years, filed a complaint against the City and her supervisor, alleging she was denied pay raises, promotions, overtime pay, and compensation for performing a supervisor's duties, because of her race. The jury found that City Hall had a pattern of failing to promote black employees, and that they retaliated against the plaintiff when she filed a charge of discrimination with the Massachusetts Commission Against Discrimination.</p> <p>Update: In October 2019, the verdict was upheld on appeal.</p>
<p>51.</p>	<p>\$10,500,000: Settlement</p> <p>Bass Pro Outdoor World LLC</p> <p>July 2017 Federal Court: TX</p>	<p>Race Discrimination: The EEOC brought a Title VII lawsuit against the company in September 2011 that alleged a class of black and Hispanic applicants were discriminated against due their race. Specifically, the EEOC alleged at least 100 people were the victims of discriminatory hiring practices; the number was increased to 200 in an amended complaint.</p>

<p>52.</p>	<p>\$10,500,000: Settlement (Whistleblower Portion)</p> <p>CareCore National LLC</p> <p>May 2017 Federal Court: NY</p>	<p>Whistleblower: The benefits management company paid \$54 million to end a whistleblower's False Claims Act suit accusing it of pretending to verify the medical necessity of treatment for patients in Medicare Advantage and Medicaid. It was alleged that CareCore processed millions of prior authorizations, but lacked the capacity to properly examine them. Fearing penalties, the company allegedly adopted a policy of automatically approving some prior authorizations without actually examining whether services should be reimbursed by Medicare Advantage or Medicaid. The settlement stemmed from 200,000 improper prior authorizations. As part of the settlement, the company admitted and accepted responsibility for the conduct.</p>
<p>53.</p>	<p>\$10,225,000: Verdict</p> <p>Advocate Health and Hospitals Corp.</p> <p>September 2018 State Court: IL</p> <p>Punitive Damages: \$9 million</p>	<p>Sexual Assault/Invasion of Privacy: A jury found that Advocate Illinois Masonic Medical Center was liable for negligence related to two male doctors who were known to be violent and inappropriate. Seven women who worked at the hospital alleged the hospital sought to minimize the issues, delaying in suspending the offenders and violating its own policies. A female doctor was allegedly attacked in a locker room by one of the male doctors, and five nurses and a technician were secretly videotaped in the same locker room by the other male doctor.</p>
<p>54.</p>	<p>\$10,125,000: Settlement</p> <p>Ford Motor Corp.</p> <p>August 2017 EEOC Investigation</p>	<p>Race Discrimination: The EEOC launched an investigation into allegations that two of Ford's Chicago facilities engaged in racial and sexual harassment of blacks and women. Ford voluntarily settled the matter to avoid an extended dispute, and did not admit fault. In addition to the money, the automaker agreed to conduct regular training and distribute anti-harassment and anti-discrimination policies to employees, and report any complaints of harassment or other discrimination to the EEOC.</p>
<p>55.</p>	<p>\$10,100,000: Settlement</p> <p>Publix Super Markets</p> <p>September 2017 Federal Court: FL</p>	<p>Race Discrimination: A class-action discrimination suit involving employees at the supermarket chain who alleged they were passed over for promotions due to their race.</p>
<p>56.</p>	<p>\$10,000,000: Settlement</p> <p>Jet Propulsion Laboratory (JPL)</p> <p>June 2020 Federal Court: CA</p>	<p>Age Discrimination: The U.S. Equal Employment Opportunity Commission filed suit against NASA's JPL, which manages NASA's Deep Space Network, alleging the laboratory systematically laid off employees over the age of 40 in order to retain a younger workforce. In addition to the monetary component of the settlement, the lab was required to hire a diversity director to help the lab retain and recruit individuals of all ages, and a layoff coordinator to oversee certain employment decisions.</p>

<p>57.</p>	<p>\$10,000,000 (roughly): Settlement</p> <p>Fox News and 21st Century Fox</p> <p>May 2018 State Court: NY</p>	<p>Race Discrimination: A putative class action by more than a dozen former employees who alleged the company condoned racism. The complaint was first brought by payroll employees who alleged the ex-controller ridiculed black employees and made racist comments about people of color. The complaint was updated to include Fox’s General Counsel as a defendant, who allegedly knew about the complaints of race discrimination and failed to address them. The complaint was further updated to include a former host of “Fox & Friends” as a plaintiff who was allegedly replaced by a white colleague, paid less than white peers, subjected to racist comments and not given the same opportunities as white colleagues. The other employees who joined the suit asserted similar complaints of being subjected to disparaging remarks about their heritage, and the class alleged the news network systematically discriminated against black and minority employees.</p>
<p>58.</p>	<p>\$10,000,000: Settlement</p> <p>Uber Technologies, Inc.</p> <p>March 2018 Federal Court: CA</p>	<p>Gender and Race Pay Discrimination: Three female software engineers filed a lawsuit on behalf of a class of 420 engineers who identify as female and/or people of color alleging that Uber’s compensation and promotion structure favored men and white or Asian employees.</p> <p>Update: In November 2018, the judge granted final approval of the agreement but held off on granting the \$2.5 million requested in attorneys’ fees, calling them “pretty high.”</p>
<p>59.</p>	<p>\$9,995,000: Settlement</p> <p>Goldman Sachs & Co. LLC</p> <p>September 2019 OFCCP (DOL)</p>	<p>Race Discrimination: The U.S. Department of Labor’s Office of Federal Contract Compliance Programs, which monitors companies who contract with the government, reached an agreement with Goldman Sachs that required the bank to pay almost \$10 million to approximately 600 investment bankers, as well as change its affirmative action program.</p>
<p>60.</p>	<p>\$9,800,000: Settlement</p> <p>American Airlines and Envoy Air</p> <p>November 2017 Federal Court: AZ</p>	<p>Disability Discrimination: The EEOC filed suit on behalf of a nationwide class of employees for the airlines alleging they discriminated against employees returning from medical leave by requiring that they have no restrictions that require any type of accommodation.</p>

<p>61.</p>	<p>\$9,450,000: Verdict</p> <p>Charter Communications LLC</p> <p>April 2018 Federal Court: KY</p> <p>Punitive Damages: \$7 million</p>	<p>Defamation/Wrongful Termination/Intentional Infliction of Emotional Distress: Seven former employees filed suit against the company alleging it defamed them when it told other employees, via a PowerPoint presentation, about the incident that led to their firing, which involved company printers being taken home (dubbed “Printer-gate”).</p>
<p>62.</p>	<p>\$8,600,000: Settlement</p> <p>Lowe’s</p> <p>May 2016 Federal Court: CA</p>	<p>Disability Discrimination: The Equal Employment Opportunity Commission filed suit alleging Lowe’s violated the Americans with Disabilities Act by firing employees who needed a medical leave absence in excess of 180 days (and subsequently, 240 days), and failing to provide them with reasonable accommodations.</p>
<p>63.</p>	<p>\$8,500,000: Verdict</p> <p>Spire (Missouri Gas Energy)</p> <p>September 2018 State Court: MO</p> <p>Punitive Damages: \$7.2 million</p>	<p>Race Discrimination: A black employee at the gas company alleged she was subjected to a hostile work environment, including co-workers referring to President Barack Obama as a monkey. She asserts she was passed over for six different promotions (one of which was given to a younger, white employee who had less education and work experience) and was forced to commute to Kansas City instead of working at an office in St. Joseph where she lived. She further alleges her colleagues questioned her competence due to her race.</p>
<p>64.</p>	<p>\$8,200,000: Settlement</p> <p>Novartis AG/Alcon Laboratories, Inc.</p> <p>December 2015 Federal Court: NY</p>	<p>Gender Discrimination: A class and collective action was filed by four groups of current and former employees in director-level positions, manager-level positions, specialist or analyst positions and sales positions. The class alleged sex discrimination in pay, promotions, job assignments and total compensation, and violations of the Equal Pay Act. The plaintiffs claimed that Alcon, which was bought by Novartis in 2010, maintained a “boys club” atmosphere hostile towards women that prevented them from advancing their careers.</p>
<p>65.</p>	<p>\$8,100,000: Verdict</p> <p>Mission Support Alliance</p> <p>October 2017 State Court: WA</p>	<p>Retaliation: A project manager of environmental regulatory and waste management at a prime contractor on the Department of Energy’s cleanup at the Hanford nuclear site alleged she was fired a few days after MSA human resources received an anonymous complaint that her supervisor was creating a hostile work environment through sexism. The supervisor is also the mayor of nearby Kennewick, WA, who became openly hostile to the plaintiff following the anonymous complaint. She also alleges he accused her of timecard fraud, which triggered an HR investigation of her, but minutes after she was fully cleared, she was terminated.</p>

66.	<p>\$8,080,000: Settlement</p> <p>Tesoro Corp.</p> <p>February 2016 NLRB: CA and WA</p>	<p>Retaliation: A class of 769 United Steelworkers union members who worked at the petroleum firm's Carson, California and Anacortes, Washington refineries were the subject of a suit filed by the union on their behalf, alleging the company withheld bonuses that were paid to non-union and non-striking employees in 2015 in retaliation for the workers' participation in a strike in February 2015.</p>
67.	<p>\$7,960,000: Verdict</p> <p>Bio-Rad Laboratories Inc.</p> <p>May 2017 Federal Court: CA</p>	<p>Whistleblower Retaliation/Wrongful Termination: A former general counsel alleged that the company and its CEO terminated him as a result of his reporting the company's alleged violations in China of the Foreign Corrupt Practices Act. Though an investigation cleared the company of FCPA wrongdoing in China, the jury found that the employee was protected from retaliation under the Sarbanes-Oxley and Dodd-Frank Acts.</p>
68.	<p>\$7,889,710: Verdict (Whistleblower's Portion)</p> <p>New Jersey Department of Corrections</p> <p>October 2015 State Court: NJ</p> <p>Punitive Damages: \$6.5M</p>	<p>Whistleblower Retaliation/Wrongful Termination: A former employee at the jail alleged she was demoted, suspended without pay, and ultimately terminated after the company found out she was cooperating with investigators who were investigating bribery and extortion. The jury awarded her \$1 million for emotional distress, \$6.5 million in punitive damages, \$319,879 in back pay and \$69,831 in lost wages.</p> <p>Update: In July 2019, the verdict was vacated and the case sent the case back to the trial court to be retried because evidence related to whether or not the whistleblower was a victim or a criminal participant had been improperly admitted.</p>
69.	<p>\$7,800,000: Settlement</p> <p>Wells Fargo Bank NA</p> <p>August 2020 OFCCP (DOL)</p>	<p>Race Discrimination: The U.S. Department of Labor's Office of Federal Contract Compliance Programs, which monitors companies who contract with the government, reached agreement with Wells Fargo that will resolve allegations of hiring discrimination practices against 34,000 Black applicants who were seeking employment with the bank as tellers, personal bankers, customer sales representatives, service representatives, and administrative support positions. The Bank also agreed to provide 580 applicants with job opportunities.</p>

<p>70.</p>	<p>\$7,650,000: Verdict</p> <p>Chipotle Mexican Grill, Inc.</p> <p>September 2016 State Court: TX</p>	<p>Sexual Assault: A jury found a former assistant store manager sexually assaulted a minor employee at Chipotle. Additionally, Chipotle was found liable, along with a store manager who allegedly helped cover up the activity.</p> <p>Update: In December 2016, the trial court cut down the jury's award to \$3 million.</p> <p>Further Update: In November 2018, a Texas appellate court ordered a new trial, saying the jury should have been allowed to hear testimony about the conduct of the victim.</p>
<p>71.</p>	<p>\$7,500,000: Settlement</p> <p>Wal-Mart Stores, Inc.</p> <p>December 2016 Federal Court: MA</p>	<p>Sexual Orientation Discrimination: In the first class action lawsuit filed by attorneys from the Gay & Lesbian Advocates & Defenders on behalf of gay workers since the Supreme Court ruled same-sex marriages have constitutional rights, Wal-Mart was accused of failing to extend health insurance benefits to the same-sex spouses of Wal-Mart employees.</p> <p>Update: In May 2017 the settlement was approved by the District Court.</p>
<p>72.</p>	<p>\$7,500,000: Settlement</p> <p>Uber Technologies, Inc.</p> <p>June 2016 Federal Court: CA</p>	<p>Wrongful Hiring Practice: Two classes of drivers for the ride-hailing company in Massachusetts and California alleged violations of the Fair Credit Reporting Act, asserting they had their accounts deactivated or were denied employment due to the results of background checks that they never authorized the company to perform and/or the company failed to disclose they would be performing in advance, as part of their employment applications. Uber said it reserves the right to appeal; if it should win, the settlement will stay the same, but if it should lose, the settlement will be increased to \$9 million.</p>
<p>73.</p>	<p>\$7,400,000: Verdict</p> <p>ActioNet Inc.</p> <p>March 2016 Federal Court: CA</p>	<p>Wrongful Termination: A help desk technician filed suit, alleging he was wrongfully terminated by a federal contractor after a coworker choked him over a personal dispute. The complaint, filed against ActioNet and joint employer L-3 National Security Solutions, alleged that rather than properly investigate the incident, the company quickly fired him and the other employee, causing him emotional harm, as well as negligent hiring and supervising the coworker.</p>

<p>74.</p>	<p>\$7,395,000: Verdict</p> <p>Bikram Yoga College, Bikram Choudhury</p> <p>January 2016 Federal Court: CA</p> <p>Punitive Damages: \$6.4 million</p>	<p>Sexual Harassment and Wrongful Termination: The matter involves a former legal advisor who filed claims of sexual harassment, discrimination, retaliation, and wrongful termination against her former employer Bikram Choudhury and his yoga college. She alleged she was retaliated against for investigating a trainee's allegation that Choudhury raped her and for refusing to help him cover it up, including threatening her with death and deportation. She also cited incidents where the yoga mogul demeaned her and other women, including forcing her to meet in his hotel room at night while he was being massaged by other female students and insisting she join. The jury awarded more than \$6.4 million in punitive damages, which brought the total award to nearly \$7.4 million.</p> <p>Update: In April 2016, the California judge said the jury's \$6.4 million punitive award was too high. He gave the attorney a choice of accepting a reduced \$4.6 million award, or facing a new damages trial. On April 18, the claimant accepted the court's reduced award.</p> <p>Further Update: In January 2017, plaintiff sued Choudhury in California state court alleging he fraudulently transferred real estate and intellectual property to his wife and children in an attempt to hide his assets. In May 2017, a California judge issued an arrest warrant for Choudhury for refusing to pay the verdict. In August 2017, a California appeals panel dismissed Choudhury's appeal because he flagrantly disobeyed court orders.</p>
<p>75.</p>	<p>\$7,300,000: Verdict</p> <p>Pennsylvania State University</p> <p>October 2016 State Court: PA</p> <p>Punitive Damages: \$5 million</p>	<p>Wrongful Termination/Defamation: An ex-football coach at the University filed suit alleging the school seriously mishandled his reporting of former coach Jerry Sandusky molesting a student in a locker room, and that he was defamed by the University's response to indictments in the matter. He further alleged he was placed on administrative leave and his contract was allowed to expire in retaliation for his role in bringing about the criminal charges against the school officials to whom he reported the abuse.</p> <p>Plaintiff was also awarded \$4,974,048 by a state court judge in November 2016 (separately reported herein) as an additional whistleblower award for lost wages and harm to his reputation/humiliation, bringing his total award to over \$12 million.</p> <p>Update: In July 2017, an attorney representing the University claimed the coach recovered twice for the same alleged harm. In November 2017, the coach ended his defamation and whistleblower lawsuit against the University without confirming or denying a settlement was reached.</p>

<p>76.</p>	<p>\$7,210,000: Settlement</p> <p>Comcast Corp. Inc.</p> <p>February 2016 Federal Court: IL</p>	<p>Race Discrimination: A class action suit was filed on behalf of approximately 350 African-American technicians at a Chicago facility who alleged they were discriminated against due to their race. The suit alleged that managers at that and neighboring facilities referred to black technicians as “ghetto tech[s], dumb black people and thugs.” The suit further alleged that the employees were given defective or broken equipment to install, resulting in them getting poor performance evaluations, which affected their pay raises, bonuses and promotional opportunities. The settlement was comprised of \$3.6 million for the class, \$25,000 to each of the 12 named plaintiffs, a \$25,000 enhanced payment, and up to \$3 million for attorneys’ fees and costs.</p>
<p>77.</p>	<p>\$7,200,000: Settlement</p> <p>Medicis Pharmaceutical Corporation</p> <p>July 2016 Federal Court: DC</p>	<p>Gender Discrimination: A class of 225 female sales or sales managerial employees alleged that they were given lower compensation, reduced bonuses and shabbier stock options than male sales representatives. They also alleged that they endured a sexually hostile and demeaning workplace environment, the male management suppressed women from holding senior or executive-level sales management positions, and were disfavored if they didn’t participate in sexual relationships with senior executives.</p>
<p>78.</p>	<p>\$7,020,000: Verdict</p> <p>Baldwin Park Police Department</p> <p>March 2019 State Court: CA</p>	<p>Gender Discrimination/Harassment/Retaliation: A former police chief, who was an officer for almost 40 years, asserts she was harassed and ultimately terminated because she is a female. The complaint asserts she was first hired as chief, without applying for the job, due to her “token status” and she was subsequently paraded around as a prop for city leaders to celebrate themselves for having a female police chief. She alleges she was subjected to hostility, including male subordinates who referred to her as “that woman” and comments, such as officers saying a woman could not do the chief job, and accusing her of taking the job from a male co-worker, Taylor, who felt he deserved the position. Taylor also reportedly threatened other officers, saying they needed to choose sides because the chief would be “gone in six months.” The chief reorganized the department to remove Taylor from the chain of command due to the vitriol he was spreading, and alleges he called her on the phone late at night, screaming that he would make her resign if she did not do so herself. She asserts she reported the harassment for ten years, but nothing was done. Then in 2013, the chief was terminated by the mayor without explanation and escorted from the building; an hour later, she received a text from him saying “it was retaliation without a doubt!!” She was then replaced by Taylor, who was given \$60,000 more a year in salary than she was making when she was terminated.</p>

<p>79.</p>	<p>\$7,000,000: Settlement</p> <p>Dell Technologies and EMC Corp.</p> <p>September 2019 OFCCP (DOL)</p>	<p>Race and Gender Discrimination: The U.S. Department of Labor's Office of Federal Contract Compliance Programs, which monitors companies who contract with the government, reached agreement with Dell that will resolve 20 OFCCP compliance probes into the company and providing lost wages, interest and benefits. The company further agreed to provide equal employment opportunities.</p>
<p>80.</p>	<p>\$7,000,000: Verdict</p> <p>The Workers' Compensation Division of the Missouri Division of Labor & Industrial Relations</p> <p>October 2015 State Court: MO</p> <p>Punitive Damages: \$3.5 million</p>	<p>Disability Discrimination: A judge who developed muscular dystrophy alleged he had been receiving reasonable accommodations until a particular chief judge and division director came to power. He asserted at that point, his accommodations were targeted, the chief judge went to extraordinary efforts to make his work environment more stressful, his office was moved and his schedule of working from home three days a week was targeted. He further alleged that he complained internally to no avail, and when he applied for and was granted long-term disability, the division director said he resigned and could no longer meet the requirements for a judge.</p>
<p>81.</p>	<p>\$6,600,000: DOL Order</p> <p>Enterprise RAC Co. of Baltimore, LLC</p> <p>July 2019 OFCCP (DOL)</p>	<p>Race Discrimination: The Department of Labor's Office of Federal Contract Compliance Programs alleged the company rejected 182 black applicants for its management training program, despite applying seemingly neutral job criteria. As part of the order, the DOL blocked the car rental service from getting government contracts until it changes its policies, and the company was ordered to offer jobs to the class members.</p>
<p>82.</p>	<p>\$6,500,000: Settlement</p> <p>Washington Metropolitan Area Transit Authority</p> <p>December 2017 Federal Court: DC</p>	<p>Race Discrimination/Wrongful Hiring Practices: A certified class action alleging D.C. Metrorail's criminal background check policy disproportionately discriminated against 1,000 African Americans who were denied, terminated or otherwise permanently separated from their positions, suspended with or without pay, and/or denied employment with WMATA or a third party WMATA contractor or subcontractor.</p>
<p>83.</p>	<p>\$6,500,000: Settlement</p> <p>The University of Iowa</p> <p>May 2017 State Court: IO</p>	<p>Gender/Sexual Orientation Discrimination: A former athletic administrator and a former women's field hockey coach at the University, who were in a relationship, alleged they were discriminated against based on gender and sexual orientation and retaliated against for speaking out about unequal pay and terminated for filing a lawsuit. The settlement gives \$2.33 million to one plaintiff and \$1.49 million to the other, for lost wages and emotional distress damages.</p>

<p>84.</p>	<p>\$6,450,000: Verdict</p> <p>Packer Engineering, Inc.</p> <p>February 2017 Federal Court: IL</p> <p>Punitive Damages: \$6 million (\$3 million each plaintiff)</p>	<p>Gender Discrimination/Hostile Work Environment: Two female employees at the engineering consulting firm alleged they were fired for making repeated complaints, reports and demands that the company do something about gender discrimination, sexual harassment, and hostile work environment. A third male plaintiff alleged he was ridiculed for refusing to participate in the behavior, but the jury found for the company on his retaliation claim.</p> <p>Update: In August 2017, an Illinois federal judge reduced the verdict to \$100,000, saying the cut was mandated by the cap under Title VII of the Civil Rights Act of 1964.</p>
<p>85.</p>	<p>\$6,200,000: Settlement</p> <p>Merck & Co., Inc.</p> <p>July 2019 Federal Court: NJ</p>	<p>Gender Discrimination: A class of 3,000 female sales representatives alleged that the company cultivated a “boy’s club” atmosphere where women did not receive the same advancement opportunities as men, and that women were sexualized, demeaned and paid less than men.</p>
<p>86.</p>	<p>\$6,200,000: Verdict</p> <p>M&N Financing</p> <p>July 2017 State Court: CA</p>	<p>Gender Discrimination: In a case brought by the Department of Fair Employment and Housing, the bank was accused of using a credit risk analysis that automatically penalized female loan applicants by adding a point based solely on their gender. The DFEH also alleged that M&N would pay used car dealerships less for cars purchased by women, but would collect payment and interest on the full amount.</p>
<p>87.</p>	<p>\$6,200,000: Verdict</p> <p>G.E.B. Medical Management Inc.</p> <p>September 2015 State Court: NY</p> <p>Punitive Damages: \$1.5 million</p>	<p>Pregnancy Discrimination: Three former administrative staffers at the Manhattan medical office alleged the company terminated their employment after they disclosed they were pregnant. They alleged they were harassed and treated with hostility by the owner and office manager, and discriminated against for being pregnant, including being reassigned to demeaning tasks, given reduced hours, and ultimately fired.</p>

<p>88.</p>	<p>\$6,160,000: Verdict</p> <p>Teva Pharmaceuticals USA, Inc.</p> <p>November 2018 Federal Court: PA</p> <p>Punitive Damages: \$5 million</p>	<p>Age and National Origin Discrimination/Retaliation: The former Senior Director of U.S. Facilities Management alleged he was given a negative performance review and fired due to his age, national origin (American), and complaints he and his team made about their supervisors located in Israel. He further asserts he and his team of employees based outside Philadelphia had questioned Teva’s human resources department regarding inquiries the Israeli supervisors had made about the U.S. employees’ ages, as well as comments they had made that were perceived as anti-American. The questioning led to an HR report that recommended cultural-sensitivity training for some Israeli supervisors; shortly thereafter, the employee was given a negative review, fired, and replaced by a man 20 years younger.</p> <p>Update: In February 2019, the judge reduced the \$5 million punitive damages award to \$300,000 because of cap on damages.</p>
<p>89.</p>	<p>\$6,120,000: Settlement</p> <p>Lowe’s Cos. Inc.</p> <p>June 2016 Federal Court: FL</p>	<p>Wrongful Hiring Practice: A class of approximately 422,040 job applicants alleged they were subjected to background checks when applying for jobs with the company and never informed, never given copies of the reports, or given the opportunity to contest the findings. This class of job applicants were not turned down for employment or had their hiring decisions delayed as a result of the background check findings.</p>
<p>90.</p>	<p>\$6,010,000: Verdict</p> <p>Rite Aid</p> <p>April 2018 State Court: CA</p>	<p>Harassment/Disability Discrimination: A 23-year-pharmacy technician alleged the company terminated her employment after she reported a campaign of harassment by her supervisor. The harassment included being called “crazy,” “bipolar” and “mentally off” in front of co-workers and customers. The complaint also alleges the supervisor asked four of her co-workers to lie about her in an attempt to get her fired. After she filed an EEOC charge, she alleges Rite Aid falsely wrote her up for making prescription label errors and ignoring her supervisor’s directions, and was suspended four days after complaining to the company’s CEO about the harassment, and terminated a month later.</p>
<p>91.</p>	<p>\$5,700,000: Settlement (Whistleblowers Portion)</p> <p>Stericycle, Inc.</p> <p>February 2016 Federal Court: IL</p>	<p>Whistleblower: A former government customer relations specialist for the medical waste disposal company filed a qui tam complaint alleging the company was ignoring long-term, fixed-price contracts with federal and state government customers and imposing 18 percent price increases at least once a year, affecting 14 states and Washington, D.C. The employee received \$5.7 million of the \$28.5 million settlement.</p>

<p>92.</p>	<p>\$5,550,000: Verdict</p> <p>Wal-Mart</p> <p>March 2017 Federal Court: CT</p> <p>Punitive Damages: \$5,000,000</p>	<p>Race Discrimination/Retaliation: A market asset protection manager filed suit alleging the company’s downsizing him and other African-American employees was a pretext for race discrimination. The company reopened similar positions after it restructured, and although the plaintiff reapplied more than 12 times, he alleged Wal-Mart hired only non-African-American workers. Plaintiff alleged that because he and other employees complained they were fired because of their race, the company retaliated against them by refusing to rehire them. The jury found Wal-Mart did not discriminate during the initial downsizing, but that it did retaliate against plaintiff by not rehiring him.</p> <p>Update: In August 2017, the judge reduced the jury award to \$300,000, the maximum allowed under the cap, but added nearly \$240,000 in economic damages to the award.</p>
<p>93.</p>	<p>\$5,550,000: Verdict</p> <p>U.S. Steel Corp.</p> <p>February 2016 Federal Court: PA</p> <p>Punitive Damages: \$5,000,000</p>	<p>Disability Discrimination: A 30-year employee, who had been on a doctor’s order to limit his lifting and climbing for eight years was suspended without pay due to needing the accommodation. The jury awarded \$550,000 in compensatory damages and \$5 million in punitive damages.</p> <p>Update: In August 2016, a federal judge cut the punitive damages award to \$850,000 to conform to the Americans with Disabilities Act.</p>
<p>94.</p>	<p>\$5,500,000: Verdict</p> <p>Geisinger Health System</p> <p>June 2019 State Court: PA</p>	<p>Wrongful Termination: An obstetrician filed suit alleging that he was terminated, despite having an employment contract, because he didn’t get along with his colleagues,. He also claimed the hospital breached his contract by not giving him any opportunity to be heard before terminating him.</p>
<p>95.</p>	<p>\$5,400,000: Settlement</p> <p>Baltimore County</p> <p>April 2020 Federal Court: MD</p>	<p>Age Discrimination: The Equal Employment Opportunity Commission (“EEOC”) filed suit on behalf of 2,000 retirees alleging that the municipality violated the Age Discrimination in Employment Act by requiring older workers to pay more into its pension system than younger employees.</p> <p>This case began in September 2007; the EEOC secured injunctive relief in April 2016, but the consent order didn’t address the EEOC’s request for monetary relief, which continued to be litigated.</p>

<p>96.</p>	<p>\$5,400,000: Verdict</p> <p>Wells Fargo & Co.</p> <p>April 2017 Department of Labor: CA</p>	<p>Whistleblower Retaliation: The U.S. Department of Labor's Occupational Safety & Health Administration ordered the Bank to rehire and pay \$5.4 million in back pay and legal fees to a bank manager who was allegedly fired after he reported suspected fraud to his superiors and to the Bank's ethics hotline.</p>
<p>97.</p>	<p>\$5,300,000:</p> <p>Masimo Corp.</p> <p>February 2016 Federal Court: CA</p> <p>Punitive Damages: \$5 million</p>	<p>Wrongful Termination: Two former employees of the medical testing company alleged they were forced to resign when it was discovered the company had defrauded customers because their blood-testing devices did not perform as promised.</p>
<p>98.</p>	<p>\$5,300,000: Verdict</p> <p>United Parcel Service Inc.</p> <p>April 2016 State Court: KY</p>	<p>Race Discrimination: Eight African-American UPS drivers alleged they were given more severe punishments for workplace infractions than white co-workers with similar infractions. They also alleged they were subjected to racial comments, insults and intimidation, including hanging an effigy of a black UPS driver as part of a purported safety demonstration. They further alleged when they reported the harassment, they were retaliated against by having executives ride along with them on their deliveries.</p>
<p>99.</p>	<p>\$5,200,000: Verdict</p> <p>Wal-Mart Stores, Inc.</p> <p>October 2019 Federal Court: WI</p> <p>Punitive Damages: \$5 million</p>	<p>Disability Discrimination: The EEOC filed suit on behalf of a long-time employee who is deaf and developmentally impaired, who claimed he was denied a reasonable accommodation and terminated. The employee had been working without incident for fifteen years with the help of a job aide, but management claimed they became concerned that the aides were doing all his work, so they required the employee to produce current information about his conditions and the accommodations he would need, and put him on suspension until he could provide that information. The employee did provide the information requested, but the store stopped communicating with him about a return to work.</p> <p>Update: In April 2020, the award was reduced to the \$300,000 cap under the Americans with Disabilities Act. The Judge also awarded the employee \$123,000 in back pay and front pay plus interest.</p>

<p>100.</p>	<p>\$5,100,000: Verdict</p> <p>United Health Programs of America, Inc. and Cost Containment Group Inc.</p> <p>April 2018 Federal Court: NY</p>	<p>Religious Discrimination/Hostile Work Environment/Retaliation: The EEOC asserts a Long Island, New York health plan provider forced “Onionhead” religious practices on 10 workers and fired one who pushed back. According to the complaint, an executive who frequently flew in from California practiced a belief called “Harnessing Happiness” or “Onionhead,” and required employees at staff meetings to hold hands in a prayer circle, which no one could leave until each employee had said a prayer and gave thanks to God. According to the EEOC, workers were also required to “read spiritual texts, light candles, burn incense to remove bad energy, listen to meditation music...and use low lighting in their offices because...demons came through the overhead lights.</p>
<p>101.</p>	<p>\$5,000,000: Verdict</p> <p>Alkiviades “Alki” David</p> <p>State Court: CA October 2019</p> <p>Punitive Damages: \$4.35 Million</p>	<p>Sexual Harassment: A former comedy writer at Hologram USA alleged that Mr. David, an heir to a Greek Coca-Cola bottling fortune, put his hands on her throat and pushed her chair into a wall, banging her head, among other complaints of harassment.</p> <p>This case is one of three verdicts against Mr. David in 2019 for similar allegations, as well as an additional case that ended in a mistrial, and a suit in 2016 for similar allegations that was settled out of court.</p>
<p>102.</p>	<p>\$5,000,000: Settlement</p> <p>JP Morgan Chase Bank NA</p> <p>May 2019 Federal Court: OH</p>	<p>Gender Discrimination: A class action suit alleged that the bank’s policy of giving primary caregivers as many as 16 weeks off to care for a child but giving non-primary caregivers up to 2 weeks off was discriminatory because it assumed that female employees were the primary caregivers and male employees were non-primary caregivers.</p>
<p>103.</p>	<p>\$5,000,000: Verdict</p> <p>Seattle Auto Management, Inc. dba Mercedes Benz of Seattle</p> <p>October 2018 Federal Court: WA</p>	<p>Disability Discrimination: A jury found that the finance director who received a prosthetic voice box following surgery for throat cancer was discriminated against and that the car dealership failed to accommodate his disability.</p> <p>Update: In December 2019, the appellate court upheld the verdict and rejected the car company’s argument that it deserved a new trial because the noneconomic damages award in the amount of \$4.7 million, almost 20 times the economic damages award, was overly punitive.</p>
<p>104.</p>	<p>\$5,000,000: Settlement</p> <p>State Street Corp.</p> <p>October 2017 Federal Agency: MA</p>	<p>Race and Gender Discrimination: The Office of Federal Contract Compliance Programs launched an investigation into the asset management company and found its Boston headquarters showed data proving it paid 305 female and 15 black executives less than their white and male counterparts, including lower base salaries, bonus pay and total compensation.</p>

<p>105.</p>	<p>\$5,000,000: Settlement</p> <p>Signal International LLC</p> <p>December 2015 Federal Court: HI and WA</p>	<p>Race and National Origin Discrimination: The EEOC filed suit in Hawaii and Washington state on behalf of a class of 476 Indian men, alleging they had been trafficked to work as welders and pipe fitters at Signal sites in Mississippi and Texas. The EEOC alleges the workers were fed false promises of green cards and required to pay recruitment and travel fees. Once they arrived in the U.S., they were forced to live in guarded labor camps and subjected to deportation threats.</p> <p>The settlement is part of a larger \$20 million settlement the offshore rig repair and shipbuilder reached with H-2B visa workers to resolve trafficking lawsuits the company faced in Louisiana and Texas.</p>
<p>106.</p>	<p>\$4,974,048: Award</p> <p>Pennsylvania State University</p> <p>November 2016 State Court: PA</p> <p>Punitive Damages: \$5 million</p>	<p>Whistleblower/Retaliation: An ex-football coach at the University was awarded a whistleblower award when the judge found he was fired because he reported former coach Jerry Sandusky was molesting a student in a locker room. He was awarded \$3.974 million in lost wages and an additional \$1 million in noneconomic damages because of harm to his reputation and humiliation.</p> <p>Plaintiff also filed suit against the school for defamation and wrongful termination, and was awarded \$7.3 million by a jury (separately reported herein), bringing his total award to over \$12 million.</p> <p>Update: In July 2017, an attorney representing the University claimed this award meant the coach recovered twice for the same alleged harm. In November 2017, the coach ended his defamation and whistleblower lawsuit against the University without confirming or denying a settlement was reached.</p>
<p>107.</p>	<p>\$4,900,000: Settlement</p> <p>United Parcel Service, Inc. (“UPS”)</p> <p>December 2018 Federal Court: NY</p>	<p>Religious Discrimination: The EEOC filed suit against the package delivery company for its uniform policy, which prohibits male employees in supervisory or customer contact position (including delivery drivers) from wearing beards or growing their hair below collar length. The EEOC found the company failed to hire or promote individuals whose religious practice conflicts with its appearance policy, and failed to provide religious accommodation at facilities throughout the United States. The suit further alleged the company segregated employees who maintained beards or long hair in accordance with their religious beliefs into non-supervisory, back of the facility positions without customer contact.</p>

<p>108.</p>	<p>\$4,900,000: Settlement</p> <p>City of Jacksonville</p> <p>July 2018 Federal Court: FL</p>	<p>Race Discrimination: The U.S. Department of Justice sued, alleging the City's tests for promoting firefighters discriminated against black candidates. The agency claims the city would have promoted at least 59 more black candidates between 2004 and 2011 if it had not used 10 city-administered tests. The DOJ's suit was consolidated with a similar suit brought in 2011 by eight job candidates; another group comprised of the Jacksonville NAACP, the Jacksonville Brotherhood of Firefighters and another group of workers intervened in the DOJ's suit in 2012. The agreement requires the City to hire consultants to help it create a new exam.</p>
<p>109.</p>	<p>\$4,600,000: Settlement (Whistleblower's Portion)</p> <p>Lexington Medical Center</p> <p>July 2016 Federal Court: SC</p>	<p>Whistleblower: The hospital agreed to pay \$17 million to settle a suit alleging Stark Law and False Claims Act violations alleging the hospital made improper arrangements with 28 physicians at 5 practices where the value or volume of referrals wasn't "commercially reasonable" or exceeded fair market value and was done for the physicians' financial gain rather than what was in the best interests of the patients.</p>
<p>110.</p>	<p>\$4,600,000: Settlement</p> <p>BAE Systems Norfolk Ship Repair, Inc.</p> <p>February 2016 Federal Court: VA</p>	<p>Gender Discrimination: A class of 166 women who worked in the shipyard filed suit alleging the supervisors were indifferent to complaints, the women were passed over for promotions, denied access to overtime, and subjected to inappropriate sexual comments and behavior from their male counterparts. The settlement also provides that the company make changes to its internal policies and practices regarding promotion and the handling of sexual harassment complaints.</p>
<p>111.</p>	<p>\$4,570,000: Verdict</p> <p>Asian American Drug Abuse Program Inc.</p> <p>January 2018 State Court: CA</p> <p>Punitive Damages: \$2.67 million</p>	<p>Disability Discrimination/Retaliation: A former counselor at a Los Angeles addiction services non-profit filed suit alleged the company retaliated against her for taking medical leave, and discriminated her by not accommodating a mental illness. According to the complaint, the counselor took medical leave after she fell and broke her hip. She developed severe depression while on leave, causing her doctor to extend it; however, the company fired her before she was due to return.</p>

<p>112.</p>	<p>\$4,450,000: Verdict</p> <p>Grinnell Regional Medical Center</p> <p>August 2017 State Court: IA</p>	<p>Age and Disability Discrimination/Retaliation: A long-term lab director was diagnosed with breast cancer, took a leave of absence for treatment, and returned to work on a part-time basis. According to the complaint, three months later, hospital administrators asked the director to retire, claiming they needed a full-time worker in the position. When the plaintiff explained his oncologist expected him to make a full recovery and he was planning to be able to work full time within six months, the Hospital suspended him until he was able to work full time. He was subsequently terminated eight months later; he asserts it was due to his age (63), disability and protected activity. The plaintiff was awarded \$220,009 in back pay, \$2 million in emotional distress and \$2.28 million for future emotional distress.</p>
<p>113.</p>	<p>\$4,400,000: Settlement</p> <p>Amsted Rail Co. Inc.</p> <p>June 2018 Federal Court: IL</p>	<p>Disability Discrimination: A suit filed by the EEOC on behalf of 40 job applicants at the steel casings manufacturer who were rejected based on the results of a nerve conduction medical test for carpal tunnel syndrome that was conducted by a third party, instead of individually assessing each applicant's ability to perform the work safely.</p>
<p>114.</p>	<p>\$4,250,000: Settlement</p> <p>Various IL Coalmining Companies</p> <p>February 2017 Federal Court: IL</p>	<p>Gender Discrimination: The settlement involved two lawsuits filed against various Illinois-affiliated coal mining companies for discriminatory hiring practices towards women in underground mines and related positions. The suits alleged women were denied employment based on their sex.</p>
<p>115.</p>	<p>\$4,250,000: Verdict</p> <p>Abbott Laboratories P.R. Inc.</p> <p>October 2016 Federal Court: PR</p>	<p>Age Discrimination/Retaliation: A 33-year national sales manager in the lab's Health Care Professional business unit in Puerto Rico filed internal complaints with the company's HR department that her supervisor was emotionally abusive and hostile, alleging age discrimination. She alleged that soon after her complaint, she began receiving poor performance reviews, demotions and reductions in her salary and benefits. She then filed charges with the Department of Labor's Anti-Discrimination Unit and the Equal Employment Opportunity Commission, after which, she alleges, the company withheld information about higher-level openings from her and instead promoted younger employees to these positions without them even applying.</p> <p>Update: The award was doubled after trial under Puerto Rican law, and was then further supplemented with back-pay damages for a total of \$8.75 million. In September 2019, however, the age-bias judgment was reduced to \$1.1 million, and the back-pay damages to \$95,620 for a total of \$1,195,620.</p>

116.	<p>\$4,200,000: Settlement</p> <p>Bank of America NA</p> <p>September 2019 OFCCP (DOL)</p>	<p>Race and Gender Discrimination: The U.S. Department of Labor's Office of Federal Contract Compliance Programs, which monitors companies who contract with the government, reached agreement with the bank to settle claims it discriminated against women, African Americans and Hispanic job applicants at locations in New Jersey, Florida, Georgia, and three sites in Texas who applied for jobs as mortgage underwriters, telephone sales associates and registered phone representatives. The bank also agreed to monitor its practices across the U.S. and retain a consultant for five years to oversee hiring practices.</p>
117.	<p>\$4,100,000: Settlement</p> <p>Farmers Insurance Company</p> <p>April 2016 Federal Court: CA</p>	<p>Gender Discrimination and Retaliation: A class of about 300 female attorneys sued the insurance company for allegedly paying them and promoting them less than their equally qualified male counterparts doing the same work, and retaliating against women who complained.</p>
118.	<p>\$4,000,000: Verdict (Whistleblower's Portion)</p> <p>Jed Nagel and Nagel Enterprises, Inc. dba Abanks Mortuary & Crematory</p> <p>March 2018 Federal Court: AL</p>	<p>Whistleblower/Retaliation: A former employee at a mortuary alleged the company was paying kickbacks to officials at the Alabama Organ Center and submitting fraudulent bills. When the owner discovered that the employee had overheard a meeting where he was cooking the books, he threatened to cremate the employee alive and kill his parents if he ever spoke up or tried to expose the scheme.</p>
119.	<p>\$4,000,000: Settlement</p> <p>Forest Laboratories Inc.</p> <p>October 2017 Federal Court: NY</p>	<p>Gender Discrimination: A group of 11 female sales force employees accused the lab of unfair treatment, including paying them less than their male colleagues, despite equal or better work performance. They further alleged unwanted sexual advances and harassment complaints went unanswered by the company's human resources department. One of the plaintiffs claimed the company violated the FMLA by putting her on probation after she returned from maternity leave because it counted the unworked time as days she didn't make sales. Several made retaliation claims and two accused the company of fostering a hostile work environment after they reported sexual harassment that went unaddressed.</p>

<p>120.</p>	<p>\$4,000,000: Settlement</p> <p>Hillshire Brands (formerly known as Sara Lee Corp.)</p> <p>December 2015 Federal Court: TX</p>	<p>Race Discrimination: A class of approximately 70 black employees at a Hillshire plant alleged that they were subjected to a hostile work environment, racial slurs and comments from supervisors and co-workers, as well as epithets and racist graffiti written on bathroom walls. They claimed that not only did management and supervisors know about the discrimination and do nothing to stop it, they contributed toward it by giving the black employees assignments that were more difficult and dangerous than the assignments given to the white employees. Following the lead plaintiff's filing of a proposed class action, the EEOC filed its own Title VII suit, which was also resolved by the settlement.</p>
<p>121.</p>	<p>\$3,900,000: Settlement</p> <p>State of Iowa/Iowa Department of Corrections</p> <p>March 2019 Federal Court: IA</p>	<p>Sexual Harassment/Retaliation: A prison guard at the Iowa State Penitentiary reported to her superiors that the prisoners who were being allowed to watch graphic and sexually explicit movies were exhibiting more aggressive and violent behavior. Subsequently, she was harassed by inmates and co-workers and sued the state for sexual harassment. She alleges prison officials retaliated against her after she filed suit, and terminated her employment a few months later. In 2018, a jury awarded the guard \$2 million in lost earning and emotional distress. The state appealed, and is now settling the sexual harassment portion of the case for \$1.65 million, and the retaliation portion of the case for \$2.3 million.</p>
<p>122.</p>	<p>\$3,800,000: Verdict</p> <p>City of Tucson</p> <p>April 2019 Federal Court: AZ</p>	<p>Gender and Pregnancy Discrimination/Retaliation: A paramedic filed suit alleging the City of Tucson's Fire Department denied her requests to be assigned to a fire station that could provide an adequate place for her to pump breast milk. The complaint asserts only one fire station had a designated area available for women to pump, and even had a refrigerator where she could store it; there was a colleague willing to transfer out to free up a spot for the complainant, but her requests were ignored. The alternative the Department offered her was to use officers' rooms, which she felt was inappropriate due to having to interrupt, and at night awaken, those officers every 2-3 hours. She alleges after she voiced her concerns, department and city officials harassed her, saying she didn't deserve special accommodations and questioning her need to pump that often. She further asserts the officials retaliated against her after she filed suit, including giving her educational counseling for "not being in harmony with others" and involuntarily transferring her.</p>

<p>123.</p>	<p>\$3,800,000: Verdict</p> <p>The Queen’s Medical Center</p> <p>March 2018 State Court: HI</p> <p>Punitive Damages: \$3.2 million</p>	<p>Race Discrimination/Harassment/Retaliation: A former nurse at a Honolulu hospital alleged she was harassed and retaliated against for reporting a co-worker for not caring for the hospital’s patients properly. The nurse asserts she was sent explicit racial hate mail, and when she reported it, she found an image of a noose taped to her locker.</p>
<p>124.</p>	<p>\$3,800,000: Settlement</p> <p>Consolidated Edison Co. of New York, Inc.</p> <p>September 2015 Federal Court: NY</p>	<p>Gender Discrimination and Sexual Harassment: Matter involves an investigation launched by the Equal Employment Opportunity Commission (“EEOC”) and New York Attorney General Eric Schneiderman, who received complaints from women who worked for Con Ed infield positions that they were denied promotions from their entry-level jobs, and harassed by their male co-workers. The women, who performed physically demanding positions in manholes and power stations, alleged they were given menial tasks and denied overtime assignments, as well as being denied tools or safety gear in certain situations and denied private showers and bathrooms because of their gender.</p>
<p>125.</p>	<p>\$3,750,000: Settlement</p> <p>Koch Foods of Mississippi LLC</p> <p>August 2018 Federal Court: MS</p>	<p>Sexual Harassment/National Origin and Race Discrimination/Retaliation: The Equal Employment Opportunity Commission filed suit against the chicken processing plant alleging they subjected classes of undocumented Hispanic and female employees to a hostile work environment and disparate treatment based on their race/national origin (Hispanic), sex (female) and further retaliated against employees who complained about the treatment. Specifically, the EEOC asserts supervisors touched and/or made sexually suggestive comments to female Hispanic employees, hit Hispanic employees and charged many of them money for normal everyday work activities. In addition to the payment, the company agreed to a three-year consent decree: to take specified actions designed to prevent future discrimination, implement new policies and practices to prevent discrimination based on race, sex or national origin, provide anti-discrimination training to employees, create a 24-hour hotline for reporting discrimination complaints in English and Spanish and post policies and anti-discrimination notices in English and Spanish.</p>

<p>126.</p>	<p>\$3,750,000: Settlement</p> <p>Target Corporation</p> <p>April 2018 Federal Court: NY</p>	<p>Wrongful Hiring Practice: A proposed class of more than 41,000 black and Latino applicants at the retailer allege they were denied jobs due to their criminal histories. The suit filed asserts Target has a process of running background checks and rejecting applicants who were convicted of certain misdemeanor or felony crimes involving violence, theft, or controlled substances within seven years of applying for a job, as well as rejecting applicants whom Target believed inaccurately described their criminal convictions. As part of the settlement, Target will give preferential hiring treatment to the applicants affected.</p>
<p>127.</p>	<p>\$3,730,000: Settlement (Whistleblower's Portion)</p> <p>Omnicare</p> <p>May 2017 Federal Court: OR</p>	<p>Whistleblower: CVS-owned Omnicare has agreed to pay \$23 million to end a False Claims Act suit brought by whistleblowers alleging fraudulent Medicaid claims and kickbacks to pharmacies that prescribed an antidepressant drug. Omnicare allegedly received kickbacks for granting the drug company Organon "preferred status" treatment at the expense of Medicaid and other federal health care programs.</p>
<p>128.</p>	<p>\$3,700,000: Verdict</p> <p>University of Minnesota Duluth</p> <p>March 2018 Federal Court: MN</p>	<p>Gender Discrimination/Retaliation: A former coach of the Duluth women's hockey team accused the school of disparate treatment, saying her contract wasn't renewed by the school in part because she's a woman, and in part because she made multiple complaints that the men's hockey team had more resources for recruiting and managing their team than she had.</p> <p>Update: The original award was comprised of \$3 million for past non-economic damages and \$745,000 in back pay. The judge then added \$461,000 for lost front pay. In September 2019, the judge then awarded an additional \$2.4 million for legal fees and costs, but gave the coach the option to reduce the \$3M emotional distress award to \$750,000, or submit to a retrial for only the past emotional distress. The Plaintiff accepted the reduced award. The ultimate award was therefore \$4,356,000.</p>

129.	<p>\$3,700,000: Settlement</p> <p>Frederick J. Fuller and Fred Fuller Oil Company</p> <p>May 2016 Federal Court: NH</p>	<p>Sexual Harassment: Two female oil company employees were acting as intervenor-plaintiffs in a 2013 EEOC suit alleging they were subjected to offensive, unwelcome sexual conduct by the owner of the oil company for at least six years and retaliated against when they complained about the sexually hostile work environment. One of the women alleged the owner asked her to wear more revealing shirts, and if she wanted to earn extra money by stripping for his son’s bachelor party, as well as sexually assaulting her. The owner was arrested and charged with misdemeanor sexual assault. The other woman alleged the owner also made comments about how much cleavage she should show, and fired her a month after she notified the company that she intended to file a charge of discrimination with the EEOC. The case was originally filed against the oil company, but when it declared Chapter 11 bankruptcy in November 2014 the suit was stayed. The plaintiffs moved to lift the automatic stay as against Fuller individually, which motion was granted after the question over whether an individual employee could be held liable for discrimination and retaliation in the workplace was sent to the NH Supreme Court for certification.</p>
130.	<p>\$3,650,000: Settlement</p> <p>New Jersey Transit</p> <p>June 2016 State Court: NJ</p>	<p>Race Discrimination: A lawsuit was filed by 7 current and former African-American employees alleging they were paid less than their white co-workers. The suit also alleged that the employees were subjected to racial harassment, including a supervisor using the “N-word” and putting a makeshift noose around a worker’s neck, saying “This is how things were handled in the South.”</p> <p>Update: In January 2017, one of the employees sued New Jersey Transit again, alleging she has suffered retaliation since she reached a settlement with the company for her prior suit. Specifically, she alleges she has been forced to work many hours of unpaid overtime and subjected to a hostile work environment.</p>
131.	<p>\$3,600,000: Settlement</p> <p>Sherwood Food Distributors LLC</p> <p>October 2018 Federal Court: OH</p>	<p>Gender Discrimination: The EEOC filed suit against the food distribution company, alleging that its hiring practices in two facilities discriminated against women. The EEOC alleged the company hired less-qualified male applicants for entry-level warehouse jobs; specifically, that in Cleveland, Ohio, of the 1,561 entry-level jobs, no more than 7 were given to women, and in Detroit, Michigan, no more than 1 hire out of 179 was a woman.</p>
132.	<p>\$3,500,000: Settlement</p> <p>Cato Corporation</p> <p>December 2018 Federal Courts: IL and PA</p>	<p>Pregnancy/Disability Discrimination: The women’s fashion retailer was being jointly investigated by the Chicago and Philadelphia offices of the EEOC for discrimination against pregnant and disabled employees. The agencies found the company systematically denied reasonable accommodations for disabled employees and made others take unpaid leaves of absence and/or terminated them due to their disabilities.</p>

133.	<p>\$3,500,000: Settlement</p> <p>Alorica, Inc.</p> <p>August 2018 Federal Court: CA</p>	<p>Sexual Harassment: A suit was filed by the Equal Employment Opportunity Commission on behalf of a class of 44 current and former workers at two Northern California offices of a call center chain alleging they were sexually harassed by colleagues and retaliated against for reporting the harassment. The company also agreed to rehire into vacant jobs any class members who ask to return, to bring in a consultant to overhaul its discrimination policies and complaint procedures, and train managers and other workers on harassment prevention.</p>
134.	<p>\$3,500,000: Settlement</p> <p>Nevada Restaurant Services dba Dotty's</p> <p>June 2018 Federal Court: NV</p>	<p>Disability Discrimination: The EEOC filed suit against the slots chain alleging its practice of "100 percent healed," which requires employees to heal fully before coming back to work unfairly terminates or denies reasonable accommodations to disabled employees.</p>
135.	<p>\$3,392,165: Verdict</p> <p>Safety Marketing Inc.</p> <p>March 2016 Federal Court: CT</p> <p>Punitive Damages: \$3 million (\$1.5 million each)</p>	<p>Race Discrimination: Two employees, a Sudanese Muslim and an African-American, filed suit against their employer, alleging leadership at the road marking company used slurs and racist jokes, including taunts with monkey dolls and bananas, and calling one of them "Kunta Kinte," the name of a slave from "Roots," to perpetuate racist and discriminatory treatment. The employees also alleged minorities were routinely bypassed for promotions and raises. The jury awarded one employee \$306,000 in compensatory damages and the other \$86,165, in addition to \$1.5 million each in punitive damages.</p>
136.	<p>\$3,360,000: Verdict</p> <p>San Diego State University</p> <p>October 2016 State Court: CA</p>	<p>Gender Discrimination and Retaliation: The former coach of the University's women's basketball team alleged she was wrongfully forced to retire with four years left on her contract after she protested the University's inferior treatment of the women's basketball team as compared to how the men's basketball team was treated.</p>
137.	<p>\$3,300,000: Settlement</p> <p>FedEx, Inc.</p> <p>May 2020 Federal Court: PA</p>	<p>Disability Discrimination: The Equal Employment Opportunity Commission ("EEOC") filed suit on behalf of more than 200 deaf or hard of hearing workers and job applicants, alleging that FedEx failed to accommodate their disabilities. Those workers were allegedly not provided with interpretation or closed-captioning during new hire orientation sessions or at staff and safety meetings. The settlement included FedEx's agreement to effectuate communication accommodations, new scanning equipment that vibrates instead of beeps, and safety modifications such as visual warning light systems on all "tuggers, forklifts, highlifts, and golf carts."</p>

<p>138.</p>	<p>\$3,300,000: Verdict</p> <p>Danny's Restaurant LLC</p> <p>May 2019 Federal Court: MS</p> <p>Punitive Damages: \$1.5M</p>	<p>Race Discrimination: The EEOC filed suit on behalf of five black dancers alleging the strip club they worked for limited the number of shifts black dancers could work, forced them to endure racial epithets and required them to work at a related club that had worse pay and worse working conditions, including patrons who were allowed to use illegal drugs and grope dancers. The club allegedly had a policy whereby the dancers could work at the better location if they paid a \$100 per-shift fee; the ones who refused were fired. The EEOC stated it filed suit because the club had ignored two EEOC charges, three prior lawsuits, contempt proceedings and three consent decrees.</p>
<p>139.</p>	<p>\$3,300,000: Settlement (Whistleblower's Portion)</p> <p>Banner Health</p> <p>April 2018 Federal Court: NV</p>	<p>Whistleblower Retaliation: A hospital worker, described as a prolific False Claims Act whistleblower, reached a settlement with the Arizona-based hospital chain, which paid \$18.3 million to resolve allegations of unnecessary inpatient care. Specifically, the hospital was accused of a decade-long scheme in which it billed Medicare for lucrative inpatient care when less-expensive outpatient care was appropriate. The hospital worker was hired as a director overseeing clinical documentation, and asserts she was constructively discharged when her efforts to bring the hospital to "ethical compliance" were ineffective. This whistleblower has filed two other successful FCA cases accusing hospitals where she worked of unnecessary inpatient billing, resulting in her receiving \$1.7 million and \$1 million from those other hospitals. Her attorney believes she is now unemployable in the industry.</p>
<p>140.</p>	<p>\$3,250,000: Settlement</p> <p>Bernards Township</p> <p>May 2017 Federal Court: NJ</p>	<p>Third-Party Discrimination: Two lawsuits were filed by the Islamic Society of Basking Ridge, seeking to move forward with its plans to build a mosque. Federal law requires towns to treat religious land use applications like any other land use application, and the suit alleged that Bernards Township violated the Religious Land Use and Institutionalized Persons Act by trying to block the mosque.</p>
<p>141.</p>	<p>\$3,200,000: Settlement</p> <p>CSX Transportation Inc.</p> <p>June 2018 Federal Court: WV</p>	<p>Disability Discrimination: A class of female job applicants filed suit alleging two tests of applicants' physical abilities, measuring their upper and lower-body muscle strength and their aerobic fitness had a disparate impact on females applying for more than three dozen job types, including conductor and material handler.</p>

142.	<p>\$3,200,000: Settlement</p> <p>B&H Foto & Electronics Corp.</p> <p>August 2017 Department of Labor: NY</p>	<p>Race Discrimination: In response to allegations the company discriminated against black, Hispanic and Asian workers and job seekers at its Brooklyn Navy Yard warehouse, B&H entered into a consent decree to end proceedings by the DOL's Office of Federal Contract Compliance Program. The allegations against B&H alleged that the company would only hire Hispanic men for entry-level positions, paid them significantly less than comparable workers, and denied them promotions and equal access to restroom facilities.</p>
143.	<p>\$3,200,000: Verdict</p> <p>Housing Authority of the County of Santa Clara ("HACSC")</p> <p>May 2017 Federal Court: CA</p>	<p>Third-Party Discrimination: A housing discrimination class action lawsuit filed on behalf of 180 disabled individuals who alleged that the HACSC's idea of a reasonable accommodation when a disabled household member needed an extra room was to tell them to use the living room as a sleeping area violated the Fair Housing Amendments Act, the Fair Employment and Housing Act, the California Disabled Persons Act, Section 504 of the Rehabilitation Act, and the Americans with Disabilities Act. The settlement paid between \$916 and \$25,406 in damages to each of the 180 disabled individuals in the lawsuit, \$695,560 in emotional distress damages for class members who experienced homelessness, and a \$10,000 award to each of the five named plaintiffs.</p>
144.	<p>\$3,200,000: Verdict</p> <p>Pennsylvania Turnpike Commission</p> <p>October 2016 State Court: PA</p>	<p>Wrongful Termination/Retaliation: A former financial and systems manager for the Commission alleged he was terminated after repeatedly raising questions about whether a contractor had been given an unfair advantage in bidding on work.</p> <p>Update: In November 2017, an attorney for the PTC attempted to convince the Pennsylvania Supreme Court to rescind half of the award, arguing that the state's whistleblower law does not allow for noneconomic damages. In March 2018, the PA Court found the state's whistleblower laws do provide for noneconomic damages.</p>
145.	<p>\$3,180,000: Verdict</p> <p>Donna Independent School District</p> <p>April 2016 Federal Court: TX</p>	<p>Retaliation: Six current and former employees of the School District alleged that four board of trustee members violated their due process and freedom of speech by relocating, demoting, and reducing their pay in retaliation for associating with the opposing political group during a trustee election.</p>

146.	<p>\$3,110,000: Settlement</p> <p>New Prime, Inc. dba Prime, Inc.</p> <p>June 2016 Federal Court: MO</p>	<p>Gender Discrimination: Following a finding by the U.S. District Judge that New Prime, Inc. discriminated against female driver applicants, the company agreed to pay more than \$3.11 million to 64 women who had been denied job opportunities. The company had been involved in a sexual harassment case brought by female truck driver trainees, and in response, instituted a training policy that required job applicants who needed certain kinds of training to be trained by someone of the same gender, which resulted in female trainees being put on a “female waiting list” when female trainers were unavailable. The EEOC filed suit in 2011 after one female applicant filed a Charge of discrimination; she received \$250,000 and roughly \$2.86 million will be paid to 63 other women in lost wages and damages.</p>
147.	<p>\$3,100,000: Settlement</p> <p>Chadbourne & Parke LLP/Norton Rose Fulbright</p> <p>March 2018 Federal Court: NY</p>	<p>Gender Discrimination: A proposed class action brought by three female lawyers alleging the firm has a “boys’ club” culture that led it to pay women less than men, even when they outperformed them. For example, a partner’s salary is purportedly linked to an attorney’s annual collections, but the firm’s own data showed that many male partners with collection amounts lower than the lead plaintiff’s collection amounts were awarded two to three times the base salary allocated to her.</p>
148.	<p>\$3,100,000: Settlement</p> <p>City of Chicago</p> <p>June 2016 Federal Court: IL</p>	<p>National Origin Discrimination: The U.S. Department of Justice filed a lawsuit against the City of Chicago, alleging the City’s police department’s policy of requiring a foreign-born applicant to live in the country for 10 years or more violated the civil rights of 47 applicants who were denied employment on that basis. Of those 47, 8 would have been hired, and the settlement gives them the opportunity to complete the rest of the department’s requirements and entitling them to retroactive seniority and pension benefits.</p>
149.	<p>\$3,044,000: Verdict</p> <p>California Department of Transportation</p> <p>May 2017 State Court: CA</p>	<p>Disability Discrimination: Suit filed by a Caltrans worker who alleged his boss intentionally aggravated his allergies by spraying perfume when he left his desk, ignored accommodations he was granted, and bullied him in the office. The jury found that the employee was subjected to a hostile work environment and was discriminated against because of his disability. The verdict includes \$3 million for past emotional distress and \$44,000 for past economic losses.</p>
150.	<p>\$2,972,080: Verdict</p> <p>PPG Industries, Inc.</p> <p>October 2018 Federal Court: PA</p>	<p>Gender Discrimination: A former scientist at the paint and coating company alleged she was fired due to her gender. She asserts she worked for the company for 23 years without issue until the company hired a new director of research who allegedly said he felt uncomfortable working with women, was more lenient with male subordinates, encouraged the female scientist to transfer to another division, and terminated her when she refused to leave.</p>

151.	<p>\$2,900,000: Settlement</p> <p>Dell Technologies, Inc.</p> <p>May 2018 OFCCP (DOL)</p>	<p>Gender and Race Discrimination: Nearly 500 female and African-American employees at four locations in California and North Carolina alleged that women and some minority workers were paid less than their white, male counterparts. The Department of Labor's Office of Federal Contract Compliance Programs found that a company Dell acquired, EMC Corp. had systematically discriminated against women in engineering, marketing, sales and manufacturing at two California facilities. They also discovered two North Carolina facilities were paying African-American employees in manufacturing roles less than white employees.</p>
152.	<p>\$2,900,000: Settlement</p> <p>Knight Capital Group, Inc.</p> <p>January 2017 State Court: NJ</p>	<p>Religious Discrimination and Retaliation: An employee at the financial services company alleged he suffered numerous instances of anti-Semitism by his supervisor and was ultimately fired because he is Jewish and in retaliation for complaining to human resources.</p>
153.	<p>\$2,900,000: Settlement</p> <p>Town of Mamakating and Village of Bloomingburg</p> <p>October 2016 Federal Court: NY</p>	<p>Third-Party Discrimination: A Jewish land developer filed a lawsuit that alleged Mamakating and Bloomingburg violated federal civil rights and fair housing laws by trying to stop the development of 396 townhouses that would be marketed to and cater to Hasidic Jews. The suit also alleged the conversion of a nearby house into a mikvah ritual bath was rejected due to religious discrimination.</p>
154.	<p>\$2,900,000: Settlement</p> <p>Publicis Groupe SA</p> <p>October 2015 Federal Court: NY</p>	<p>Gender Discrimination: A group of 75 female public relations employees brought a class and collective action against the advertising company Publicis and its New York-based MSL Group subsidiary alleging gender bias. The suit set forth allegations that the company had a male-dominated corporate culture that shut out and underpaid women, and that the President of MSL Group was a male chauvinist who attacked working mothers' job performances while promoting men, even those whose poor performance was apparent.</p> <p>Update: Settlement was approved in May 2016.</p>

<p>155.</p>	<p>\$2,875,000: Verdict</p> <p>Missouri Veteran's Commission</p> <p>July 2016 State Court: MO</p> <p>Punitive Damages: \$1.575 million</p>	<p>Age and Gender Discrimination: An employee with the Missouri Veteran's Commission alleged the executive director created a hostile work environment for older, successful women and that he favored men and younger employees. She further alleged he terminated her employment due to age and gender discrimination, and not due to budget cuts.</p> <p>Update: In October 2016, a judge awarded an additional \$900,000 in attorneys' fees and costs.</p> <p>Further Update: In October 2017, a Missouri state appeals court upheld the jury's award.</p>
<p>156.</p>	<p>\$2,850,000: Settlement</p> <p>Darden Restaurants, Inc. (Seasons 52, GMRI, Inc.)</p> <p>May 2018 Federal Court: FL</p>	<p>Age Discrimination: The EEOC filed a suit against the restaurant chain (parent company of Olive Garden, Longhorn Steakhouse, Yard House and other chains) alleging they discriminate against applicants over 40 years of age for positions like servers and bartenders, as well as back-of-the-house jobs.</p>
<p>157.</p>	<p>\$2,850,000: Verdict</p> <p>Adventist Health System Sunbelt Inc. dba Florida Hospital and Florida Hospital Transplant Institute</p> <p>March 2018 State Court: FL</p>	<p>Whistleblower Retaliation: A former surgeon alleged he was fired after he complained about the head of the Transplant Institute, whom he alleges was compromising the safety of patients with unsafe surgery practices. He contends the hospital put their own business needs before patient welfare by terminating him rather than investigating.</p>
<p>158.</p>	<p>\$2,800,000: Settlement</p> <p>Raley's Family of Fine Stores</p> <p>January 2020 State Court: CA</p>	<p>Pregnancy Discrimination: A class of more than 300 current and former female workers in California alleged that the supermarket chain allowed workers who were hurt on the job to be assigned light duty tasks, but that same accommodation did not apply to pregnant workers. As a result, the pregnant employees claimed that they were forced to take leave without pay.</p>
<p>159.</p>	<p>\$2,700,000: Settlement</p> <p>Avis Budget Group, Inc.</p> <p>November 2017 Federal Court: NJ</p>	<p>Wrongful Hiring Practice: A class of about 45,000 applicants for employment at the car rental company alleged Avis denied them jobs because of a background check that violated Fair Credit Reporting Act requirements. Additionally, the company didn't provide the appropriate stand-alone disclosure that they planned to use a consumer report, and didn't provide applicants with the required pre-adverse action notice, a copy of the report, and a written description of FCRA rights before rejecting the applications based on the background checks.</p>

<p>160.</p>	<p>\$2,660,000: Settlement</p> <p>University of Denver's Sturm College of Law</p> <p>May 2018 Federal Court: CO</p>	<p>Gender Discrimination: The EEOC brought a suit against the school alleging salaries for female professors were \$20,000 less on average than men who performed substantially equal work, and that all the women's salaries were below the average salary paid to men. In addition to the damages, the settlement includes a provision that will increase those professors' 2018 salaries.</p>
<p>161.</p>	<p>\$2,655,000: Verdict</p> <p>Verizon New York, Inc.</p> <p>April 2019 Federal Court: NY</p> <p>Punitive Damages: \$1.85 million</p>	<p>Race/National Origin Discrimination: A former black and Hispanic field technician alleged he was discriminated against by white supervisors who treated white field technicians differently. Specifically, he asserts he was the only non-white field technician with Verizon assigned to Fire Island, a position that was considered a promotion and he had earned because of seniority. He alleges he was transferred out of the Fire Island position back to the mainland on the pretextual reason of not wearing his Verizon work shirt, although white workers were not reprimanded for not wearing the shirt and/or wearing shorts. He asserts he complained internally at Verizon about the discrimination, but nothing was done and he felt compelled to retire before he had planned to in order to escape the harassment.</p>
<p>162.</p>	<p>\$2,650,000: Settlement</p> <p>Crossmark, Inc.</p> <p>November 2019 Federal Court: IL</p>	<p>Disability Discrimination: Suit by the U.S. Equal Employment Opportunity Commission (EEOC) alleging that the company's practice of not allowing workers to sit for more than ten minutes every two hours, even though some of them had a medical necessity to sit for longer than that, was disability discrimination. The EEOC alleged that Crossmark, which provides Walmart and Sam's Club with workers for in-store promotions, maintained a policy that automatically denied requests for any accommodation more than ten minutes of sitting every two hours, and terminated employees who needed more than that</p>
<p>163.</p>	<p>\$2,600,000: Verdict</p> <p>Massachusetts Bay Transportation Authority</p> <p>October 2016 Federal Court: MA</p>	<p>Race Discrimination: A 13-year train operator alleged she was subjected to years of racial hostility and discrimination from co-workers, and when she complained to supervisors, she was ignored and then suspended.</p>

164.	<p>\$2,500,000: Settlement</p> <p>Norfolk Southern Corp.</p> <p>July 2020 Federal Court: PA</p>	<p>Disability Discrimination: The Equal Employment Opportunity Commission (EEOC) filed suit on behalf of 17 workers who reported they were denied job opportunities for positions as heavy equipment mechanic, locomotive painter, track laborer and machinist at railroad facilities in Kentucky, Pennsylvania, Tennessee, Georgia, Michigan, Virginia, Ohio and North Carolina due to specific medical conditions such as diabetes, past drug addiction and treatment, arthritis, or insomnia. The settlement included the company's agreement to hire an occupational medicine expert to review its disqualification policies.</p>
165.	<p>\$2,500,000: Settlement</p> <p>SBEEG Holdings, LLC/SLS Hotel</p> <p>July 2018 Federal Court: FL</p>	<p>Race Discrimination: The Equal Employment Opportunity Commission filed suit on behalf of 17 Haitian stewards and dishwashers working at six hotels in the Miami South Beach region who were allegedly treated differently than Hispanic employees. Specifically, the Haitian employees were told not to speak Creole, although the Hispanic employees were allowed to speak Spanish. The Haitian employees were also given difficult tasks that Hispanic workers were not asked to do, and were referred to as "slaves." The EEOC claims that SLS South Beach made the decision to outsource staffing to an outside agency, but did not encourage any of its black Haitian employees to apply with the new agency or offer them the opportunity to do so. When the staffing agency took over, at least 15 Haitian employees were fired all at once and replaced with light-skinned Hispanic employees already wearing uniforms as the Haitian employees were being escorted out. The EEOC argued these firings were not based on performance but on race, color or country of origin. In addition to the payment, the company agrees to a three-year mandate for antidiscrimination training for human resources officers, managers, supervisors and staff employees, to establish antidiscrimination policies, and to submit to the EEOC comprehensive data on any terminations, layoffs or involuntary separations that may occur over the three-year period.</p>
166.	<p>\$2,500,000: DOL Order</p> <p>Humana</p> <p>March 2018 DOL: KY</p>	<p>Gender Discrimination: The U.S. Department of Labor's Office of Federal Contract Compliance launched an investigation that revealed 753 women at the company's headquarters in Louisville were owed back wages and interest. The audit revealed in 2011-2012, the company paid women in consulting, project manager and manager positions less than men in similar positions.</p>

<p>167.</p>	<p>\$2,500,000: Verdict</p> <p>New York State Department of Financial Services</p> <p>December 2017 Federal Court: NY</p>	<p>National Origin Discrimination: An Iran-born U.S. citizen employed by the New York State Banking Department alleged when the company merged with the New York State Insurance Department to form the Department of Financial Services, he was denied a promotion to the position of chief risk management specialist due to his national origin. The employee asserts he was subjected to national origin discrimination; specifically, that when a coworker questioned why they were required to take a course on hazardous waste handling, a supervisor said it was because he was hiding “yellowcake” (material for building an atomic bomb) in his cubicle. He further alleges he was retaliated against for filing an EEOC charge of discrimination with formal counseling memorandum and negative performance evaluations.</p> <p>Update: In July 2018, a federal judge cut the employee’s emotional distress damages from \$2.5 million to a maximum of \$125,000.</p>
<p>168.</p>	<p>\$2,500,000: Verdict</p> <p>University of California Riverside</p> <p>February 2017 State Court: CA</p>	<p>Gender Discrimination: A former chief campus counsel for UC Riverside alleged she and other women were subjected to gender discrimination under the executive vice chancellor. The suit alleged the executive vice chancellor favored men for promotions and salary increases, intentionally misreported gender-based salary differences in a federal audit, refused to accommodate women with young children, and labeled women who asked for raises as “overly aggressive.”</p>
<p>169.</p>	<p>\$2,450,000: Settlement</p> <p>Facebook, Inc.</p> <p>March 2019 Federal Court: NY</p>	<p>Third-Party Race, Gender, Disability, Religious and Age Discrimination: Facebook settled a suit brought by four housing groups that alleged Facebook allowed advertisers to conceal housing ads from African-Americans, Hispanics, minorities, mothers of high school kids, families with children, women, people interested in wheelchair ramps, Jews, expats from Argentina, and Spanish speakers.</p> <p>This settlement is one of five separate agreements that Facebook entered into regarding its advertising, resolving two lawsuits and three charges filed with the EEOC by organizations such as the American Civil Liberties Union, who alleged Facebook allowed companies to target job ads to younger, male Facebook users, and the Civil Works Administration, who alleged Facebook allowed companies to exclude older workers from seeing job ads. The total payments will be just under \$5 million.</p> <p>As part of the settlements, Facebook is changing its microtargeting options, and will no longer allow ads for housing, employment and credit to be targeted by age, gender, zip code, or other categories covered by antidiscrimination laws. Facebook also agreed to allow the National Fair Housing Alliance, the Communication Workers of America and the American Civil Liberties Union to conduct independent testing of its advertising systems.</p>

<p>170.</p>	<p>\$2,450,000: Verdict</p> <p>Skywest Airlines, Inc.</p> <p>September 2017 Federal Court: CO</p> <p>Punitive Damages: \$2 million</p>	<p>Disability Discrimination: A former employee whose job was to train ramp employees at the airline contracted kidney disease and began to spend almost 10 hours a day on dialysis. He requested intermittent FMLA leave and while he was at a dialysis appointment, he was informed by the hospital that the company had cancelled his health insurance. A month later he was cleared to return to work with restrictions, but was told by the company that an accommodation could not be honored. He alleged that he applied for six different positions that he could do with his restrictions, but was terminated.</p> <p>Update: In October 2018, SkyWest requested the jury award be cut down to fit the Americans with Disabilities Act's \$300,000 statutory maximum.</p>
<p>171.</p>	<p>\$2,430,000: Settlement (Whistleblower Portion)</p> <p>AMI Monitoring Inc. (Spectacor) and Medi-Lynx Cardiac Monitoring LLC</p> <p>June 2017 Federal Court: NJ</p>	<p>Whistleblower: A former Spectacor employee claimed that the company violated the False Claims Act by creating an online enrollment portal that influenced physicians who used its PocketECG device to choose the monitoring service with the highest reimbursement rate for their Medicare patients, despite patients' desire for a more affordable option. The suit claimed that the enrollment procedure caused false claims to be submitted to Medicare between 2014 and 2016. Spectacor paid \$10.65 million and Medi-Lynx paid \$2.89 million. The employee's share was \$2.43 million.</p>
<p>172.</p>	<p>\$2,400,000: Verdict</p> <p>PNC Bank</p> <p>February 2020 State Court: NJ</p>	<p>Sexual Assault/Harassment/Negligence: A jury found the bank liable for negligence for allowing a male customer to sexually harass female staffers and customers for years before he ultimately assaulted a former wealth manager employee. The jury found that the bank was aware of his behavior, and in fact had asked him to leave due to his behavior on numerous occasions, although they allowed him to "get away" with his behavior because he was viewed as a prominent person and a source of business.</p>
<p>173.</p>	<p>\$2,400,000: Settlement</p> <p>PepsiCo, Inc., Frito-Lay and First Advantage Background Services Corp.</p> <p>April 2018 Federal Court: CA</p>	<p>Wrongful Hiring Practices: A proposed class action alleging that the company failed to properly disclose its use of consumer reports when conducting background checks of job applicants.</p>

<p>174.</p>	<p>\$2,350,000: Verdict</p> <p>American Sugar Refining Inc.</p> <p>April 2018 Federal Court: NY</p> <p>Punitive Damages: \$2 million</p>	<p>Race Discrimination: A black employee at the Domino cane sugar refining company alleged he was subjected to a hostile work environment because of his race. The suit alleged he suffered abuse from a manager of Guyanese descent who made disparaging remarks about black people, and gave preferential treatment to Guyanese employees.</p>
<p>175.</p>	<p>\$2,250,000: Settlement</p> <p>United Parcel Service (“UPS”)</p> <p>September 2019 Federal Court: IL</p>	<p>Pregnancy Discrimination: A class of formerly pregnant employees claimed they were allegedly denied pregnancy-related light duty and forced to take leave. The settlement was agreed as conciliation to avoid a lawsuit the U.S. Equal Employment Opportunity Commission (“EEOC”) was planning on filing. The EEOC contended that while injured employees were given light duty tasks while they were recovering, the same accommodation was not given to pregnant employees.</p>
<p>176.</p>	<p>\$2,250,000: Settlement</p> <p>Coca-Cola</p> <p>August 2018 Federal Court: CO</p>	<p>Disability Discrimination: Coke agreed to settle with workers at a subsidiary bottling unit, Coca-Cola Refreshments USA, Inc., who filed nine charges with the Equal Employment Opportunity Commission alleging the company’s “100 percent healed” policy requiring that employees returning from medical leave demonstrate they are able to perform all the functions of their job violates the ADA’s requirement that employers provide accommodations that allow employees to work. In addition to paying the employees, Coke Refreshments will update its accommodation policies and procedures, provide annual financial support to nonprofit entities dedicated to helping individuals with disabilities find and keep employment, and establish a dedicated accommodation and leave management team to aid Coke employees.</p>
<p>177.</p>	<p>\$2,200,000: Verdict</p> <p>State of Iowa</p> <p>July 2017 State Court: IO</p>	<p>Sexual Harassment: A former Iowa State Republican caucus staffer alleged her male supervisors ignored a “boys’ club” culture at the Iowa Statehouse, which led to rampant sexual harassment. The claimant was fired just seven hours after handing in a memo detailing her concerns about the toxic work environment.</p>
<p>178.</p>	<p>\$2,200,000: Settlement</p> <p>Lowe’s Cos. Inc.</p> <p>November 2016 Federal Court: NC</p>	<p>Wrongful Hiring Practice: A class of more than 37,600 job applicants alleged they were rejected for jobs because of information contained in background checks, of which they were not provided copies. The suit also alleged that the background check company running the criminal history checks did not notify them in writing of their rights, including the ability to contest certain findings.</p>

<p>179.</p>	<p>\$2,149,999: Verdict</p> <p>BNSF Railway Co.</p> <p>November 2018 Federal Court: MT</p> <p>Punitive Damages: \$250,000</p>	<p>Retaliation: A former conductor filed suit alleging he was terminated in retaliation for reporting an on-the-job injury. The court found that instead of opening an investigation with regard to a defective latch that may have caused the injury, the company focused its investigation on whether or not the conductor had lied on his injury report, and ultimately fired him for alleged dishonesty, despite his clean record.</p> <p>Update: In April 2019, the Plaintiff was awarded an additional \$934,000 in attorneys' fees, pre-judgement interest, and expert witness fees.</p>
<p>180.</p>	<p>\$2,100,000: Verdict</p> <p>City of New Jersey</p> <p>May 2018 Federal Court: NJ</p>	<p>Retaliation: Nine current or former sergeants on the Jersey City police force alleged that the City did not promote them in part because one of them supported the Mayor's political opponent. The main plaintiff alleged she was denied a promotion because she and other female officers had filed a sexual harassment suit against the City that was settled, and complained about more recent sexual harassment. At the time, she was fifth on the promotion list, and the other eight plaintiffs were also on the list, before and after her. She asserts the City elected not to make any promotions from that list before it expired as a way of punishing her.</p>
<p>181.</p>	<p>\$2,100,000: Settlement</p> <p>Mavis Discount Tire, Inc.</p> <p>March 2016 Federal Court: NY</p>	<p>Gender Discrimination: The tire company agreed to pay a group of 46 female job applicants in exchange for the EEOC dismissing a discrimination suit in which it was alleged Mavis intentionally discriminated against female applicants by giving employment opportunities to less qualified males.</p>
<p>182.</p>	<p>\$2,051,878: Settlement (Whistleblower's Portion)</p> <p>21st Century Oncology LLC</p> <p>December 2017 Federal Court: NY</p>	<p>Whistleblower Retaliation: A qui tam complaint filed by a relator, previously the company's interim vice president of financial planning, alleging that he was fired after he discovered the company was paying off physicians who referred patients to the cancer center. The company agreed to settle for \$26 million.</p>
<p>183.</p>	<p>\$2,028,000: Verdict</p> <p>City of Winthrop</p> <p>March 2018 State Court: NY</p> <p>Punitive Damages: \$1.352 million</p>	<p>Gender Discrimination/Retaliation: A veteran female police officer, and the first female appointed to the detective unit, alleged that the City sexually discriminated and retaliated against her. Specifically, the officer asserts she was wrongly removed from the detective unit, passed over for other jobs, excluded from training sessions and falsely investigated in retaliation for complaining about disparate treatment.</p>

<p>184.</p>	<p>\$2,000,000: Settlement</p> <p>Marquez Brothers International, Inc.</p> <p>September 2019 Federal Court: CA</p>	<p>Race Discrimination/Wrongful Hiring Practice: The employer is a packaged food maker who was accused of only hiring individuals with Hispanic origins. The case began with allegations by two black men in 2010 and 2011, and when conciliation talks broke down in early 2017, the EEOC filed suit. In April 2018, the company accused the EEOC of waging a bad-faith campaign by failing to mention that the two applicants who had started the process had both died in 2015. The judge sanctioned the EEOC but allowed the agency to amend its pleadings and proceed with the case.</p>
<p>185.</p>	<p>\$2,000,000: Settlement</p> <p>Arizona Board of Regents</p> <p>July 2019 Federal Court: AZ</p>	<p>Gender Discrimination: Three former University of Arizona deans filed suit alleging the school systematically underpays female deans and gives preferential treatment to the male deans. The plaintiffs alleged that women were also limited from actively participating in a committee of all academic deans at the university, and when they complained their concerns were disregarded. They also alleged that they were subjected to discriminatory comments and told to wear skirts more often.</p>
<p>186.</p>	<p>\$2,000,000: Settlement</p> <p>L-3 Inc. / L-3 Communications Corp.</p> <p>October 2018 Federal Court: WA</p>	<p>Military Reservist Bias: A class of 200-250 U.S. National Guard and Reserve pilots alleged the company discriminated against non-career pilots when hiring for the company's intelligence, surveillance and reconnaissance programs. As part of the settlement, the company will no longer ask about military status before a conditional offer of employment is made.</p>
<p>187.</p>	<p>\$2,000,000: Settlement (Whistleblower's Portion)</p> <p>Southern SNF Management, Inc. and Rehab Services in Motion</p> <p>July 2018 Federal Court: AL</p>	<p>Whistleblower Retaliation: A pair of consulting firms and nine affiliated skilled nursing facilities operating in Florida and Alabama have agreed to pay \$10 million to resolve allegations by the U.S. Department of Justice that the companies ignored patients' actual medical needs and instead provided medically unnecessary therapy services that would require Medicare to reimburse them at a higher rate. Three whistleblower brought suit in July 2013; one is still employed, another left her position voluntarily, and the third alleges she was let go in retaliation for reporting the fraud.</p>
<p>188.</p>	<p>\$2,000,000: Settlement</p> <p>United Parcel Service Inc. ("UPS")</p> <p>August 2017 Federal Court: IL</p>	<p>Disability Discrimination: The EEOC filed suit on behalf of 90 current and former employees of UPS alleging that UPS violated the Americans with Disabilities Act by failing to provide employees with reasonable accommodations and maintaining an "inflexible" leave policy that automatically fired employees when they reached 12 months of leave without a process in place to appeal.</p>

<p>189.</p>	<p>\$2,000,000: Verdict</p> <p>San Francisco and City Attorney Dennis Herrera</p> <p>March 2017 State Court: CA</p>	<p>Retaliation: A former chief trial deputy attorney alleged she was terminated for investigating an unnecessary sewer repair scheme in which the City allegedly paid owners of private sewer lines for damages purportedly caused by the roots of trees owned by San Francisco, and City employees received kickbacks. Although the conduct at issue in her investigation was ultimately unproven, a jury found her investigation was the motivating factor for her termination.</p>
<p>190.</p>	<p>\$2,000,000: Settlement</p> <p>Missouri Governor Jay Nixon and former Labor Director Larry Rebman</p> <p>December 2016 Federal Court: MO</p>	<p>Age Discrimination/Retaliation: An employee in the Missouri Department of Labor alleged the Director created a hostile work environment for older, female employees and that when she reported the discrimination to the Governor, she was not only fired in retaliation, her alleged harasser was given a promotion.</p>