

EEOC settles with Hamilton Sundstrand for national origin discrimination in Grand Junction

On May 20, 2005, the U.S. Equal Employment Opportunity Commission (EEOC) settled a discrimination lawsuit against Hamilton Sundstrand, an aerospace and industrial product manufacturer. A dozen Hispanic employees at Hamilton Sundstrand's Grand Junction, Colorado plant will receive \$1.25 million to settle the discrimination claims. The EEOC alleged that the company harassed and subjected the employees to a hostile work environment because of their national origin.

Consent Decree Requirements

In addition to the monetary settlement, the consent decree requires Hamilton Sundstrand to:

- Provide training on the requirements of federal anti-discrimination laws, with appropriate levels of information presented to non-supervisory employees, managers, and human resource employees.
- Appoint an EEO Coordinator to ensure compliance with the consent decree and oversee the company's investigation of employee complaints of discrimination, including retaliation complaints made by employees after reporting possible violations of anti-discrimination laws.
- Review and revise policies and procedures to ensure compliance with federal anti-discrimination laws, as well as establishing and maintaining an effective complaint procedure for all employees.

What the EEOC Said

"Employees and employers alike need to be aware that discrimination laws are vigorously enforced throughout our jurisdiction and across the country — not just in Denver," said Joseph Mitchell, Regional Attorney of the EEOC's Denver District Office.

The EEOC's Denver District Office, located at 303 East 17th Avenue, Suite 510, in Denver, enforces the anti-discrimination laws in Colorado, Montana, Nebraska, North Dakota, South Dakota, and Wyoming.

What This Means to Counties

This ruling is important to counties because it emphasizes that national origin discrimination can be costly. All counties should have adopted policies, procedures, and regular training for all personnel to be in compliance with federal anti-discrimination laws.

For more information, visit the EEOC's website at www.eeoc.gov, or contact CTSI at 303-861-0507.