

**CONSTRUCTIVE DISCHARGE CASES (i.e. FORCED RESIGNATIONS, FORCED RETIREMENTS, ETC.)**

<b>Nature of Case</b>	<b>Results</b>	<b>Jurisdiction</b>
Hostile Work Environment; Symbolic Harassment; Racial and Sexual Harassment; and Retaliation	Procured a settlement for an African-American female Mortgage Underwriter who after twice complaining about black dildos being placed on her desk, was demoted, transferred to another state with no compensation for the increased commute and travel expenses, and forced to resign.	United States District Court For the District of Delaware
Constructive discharge (forced resignation); Sexual harassment and national origin discrimination	Procured a settlement for a Hispanic female Leasing Assistant who was forced to resign after being physically and verbally sexually harassed for four months and then criticized for her “Puerto Rican attitude” by the president of an apartment management company.	United States Equal Employment Opportunity Commission
Pregnancy and disability discrimination; Reduction in pay and forced resignation	Obtained a settlement for a Senior Registered Client Service Associate of a Fortune 100 company who was forced to resign after a reduction in her pay and a transfer from a desk to a cubicle shortly after she returned from disability and maternity leaves after a difficult pregnancy.	United States Equal Employment Opportunity Commission
Age discrimination in employment; Forced resignation	Procured a settlement for a 58 year old executive told he would be fired if he did not retire.	United States Equal Employment Opportunity Commission

Sexual harassment in the workplace	Won an appeal hearing granting unemployment benefits to a woman constructively discharged from a steel plant after being subjected to physical and verbal sexual harassment in the workplace.	Delaware Department Of Labor Division of Unemployment Insurance
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