

**RACE DISCRIMINATION AND ETHNIC DISCRIMINATION (A/K/A NATIONAL ORIGIN DISCRIMINATION) CASES**

Nature of Case	Results	Jurisdiction
Government discrimination; Race discrimination in contracts.	Obtained a six figure recovery for an African-American President of a business denied a contract with a state college because of his race.	United States District Court For the District of Delaware
Retaliation; Race Discrimination; 42 U.S.C. § 1981; Title VII	Obtained a settlement for an African-American Senior Operations Engineer employed by a global chemical company for 17 years who was discharged by a Caucasian just 8 months after he became his manager and just 2 months after the client reported to Human Resources race discrimination by his Caucasian peer who twice called an African-American technician, “boy.”	United States Equal Employment Opportunity Commission
Race Discrimination; Age Discrimination	Obtained a settlement for a 61 year old, African-American Fraud Investigator of a bank who was discharged by her younger, Caucasian supervisor for allegedly poor performance after the client received numerous awards during her more than 30 years of service.	United States Equal Employment Opportunity Commission
Racial Harassment and Retaliation; Unpaid Leave	Procured a six figure recovery for an African-American executive placed on unpaid leave from a global pharmaceutical company after she reported racial harassment in the workplace by her Caucasian supervisors.	Delaware Department Of Labor
National Origin and Race Discrimination; Denial of Promotions in Local Government Employment	Obtained a \$215,000 recovery on behalf of two Hispanic police officers each denied promotion to Sergeant because of their ethnicity.	United States District Court For the District of Delaware
Retaliation and Race Discrimination	Procured a settlement package with a contract buyout for an African-American public school administrator who was demoted just two days after she reported to Human Resources a hostile work environment because of her race.	United States Equal Employment Opportunity Commission
National Origin Discrimination; Ethnic Harassment; Retaliation	Negotiated a severance of salary and health benefits for seven months for an immigrant Operations Manager of a real estate company who reported ethnic discrimination to Human Resources after her supervisor mocked her foreign accent.	United States Equal Employment Opportunity Commission

<p>Constructive Discharge (Forced Resignation); National Origin Discrimination and Sexual Harassment</p>	<p>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.</p>	<p>United States Equal Employment Opportunity Commission</p>
<p>Hostile Work Environment; Symbolic Harassment; Racial and Sexual Harassment; and Retaliation</p>	<p>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.</p>	<p>United States District Court For the District of Delaware</p>
<p>Denial of Hire in State Government Employment; Race Discrimination</p>	<p>Procured a settlement for an African-American job applicant with a Master’s Degree denied hire in favor of a Caucasian high school graduate who did not meet the minimum qualifications of the job.</p>	<p>United States Equal Employment Opportunity Commission</p>
<p>Race Discrimination in State Government Employment</p>	<p>Won a Motion to Amend a Complaint to include claims of racial discrimination under the federal civil rights laws against racial and governmental discrimination on behalf of an African-American nurse wrongfully terminated by a State Hospital.</p>	<p>Delaware Superior Court, New Castle County</p>