

SOME EEOC AND DOL CASES WITH EXCELLENT RESULTS WITHOUT A LAWSUIT

“Thank you for everything. You certainly knew which points to discuss and prepared me well for responding [at the hearing].” - FF

Nature of Case	Results	Jurisdiction
Reverse Sex Discrimination; Termination of Employment	Won an EEOC determination of cause for discrimination for a male Registered Nurse who was discharged by his female supervisors for sending a profane text message to a female nurse who also sent him a profane text message but was not fired.	United States Equal Employment Opportunity Commission
Denial of Promotion; Retaliation; Involuntary Transfer; Sex and Age Discrimination in Employment	Won an EEOC Determination of Cause for Discrimination and eventually procured a five figure settlement for a 48 year old female executive denied a promotion and involuntarily transferred to another department after she complained of sex and age discrimination by her younger male manager.	United States Equal Employment Opportunity Commission
Retaliation; Age Discrimination; Termination of Employment	Negotiated a large severance package with health benefits for one year for a 55 year old marketing director of a Fortune 500 company who was fired less than 6 weeks after he filed a charge of age discrimination against its president who is 15 years younger than him.	United States Equal Employment Opportunity Commission
Racial Harassment and Retaliation; Unpaid Leave	Procured a six figure settlement package 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 Division of Industrial Affairs

Sexual Orientation Discrimination	Obtained a six figure contract buyout for a homosexual public school principal whose contract was non-renewed because of her sexual orientation.	Delaware Department Of Labor Division of Industrial Affairs
Pregnancy Discrimination in Employment; Demotion	Procured a settlement for a female Chief Financial Officer demoted while on pregnancy leave.	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
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
Involuntary Layoff; Perceived Disability Discrimination in Employment	Procured a settlement for a Sales Assistant for a global financial services firm who was laid off less than a month after she disclosed the fact that she might be bipolar.	United States Equal Employment Opportunity Commission

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
---	---	---