

EMPLOYMENT SETTLEMENTS

CLOSED 2015

- ▶ **State Employee v. Vermont Agency of Natural Resources & Vermont Department of Forests, Parks & Recreation** – A case of alleged discrimination based on sex and sexual orientation. Complainant received \$2,000.00 in monetary relief.
- ▶ **State Employee v. Vermont Agency of Transportation** – A case of alleged discrimination based on denial of equal pay/sex. Respondent provided Complainant with a lump sum payment in the gross amount of \$15,000.00 and designated Complainant's position as Supervisory retroactive to June 3, 2012 and established a Next Step Date in accordance with the applicable terms of the CBA as extended to Confidential employees, effective June 3, 2012. Complainant in turn withdrew her discrimination complaint filed with the Vermont Human Rights Commission.
- ▶ **State Employee v. Vermont Department of Corrections** – A case of alleged discrimination based on sex. Complainant also alleged retaliation. Through mediation, the parties agreed that the Respondent pay Complainant a sum of \$92,964.00. This amount included compensation for back pay, emotional distress, attorney's fees and expenses and satisfying an existing obligation to the State of Vermont Benefits Department for prior health care coverage.
- ▶ **State Employee v. Vermont Department of Children and Families & Department of Human Resources** – A case of alleged discrimination based on disability. Complainant also alleged retaliation. Respondent agreed that Complainant did not have to answer the telephone as an essential function of her job. Complainant was additionally allowed to work an alternative schedule.
- ▶ **State Employee v. Green Mountain Care Board** – A case of alleged discrimination based on disability. Respondent agreed to remove from Complainant's Official Personnel File a written reprimand and corresponding

investigation, a second investigation report, provide Complainant with a letter of recommendation at such time she seeks other employment, and to engage in further discussions facilitated by mediator to establish clear guidelines for Complainant's ability to work out of the office and outside of normal State business hours; reporting and supervisory relationships moving forward; and assignment and review of Complainant's work. Complainant agreed to withdraw her complaint filed with the HRC.