

EMPLOYMENT SETTLEMENTS

CLOSED 2016

- ▶ **State Employee v. Vermont Agency Transportation** – The Complainant, an African American male, alleged that Respondent discriminated against him on the basis of race and color, and retaliated against him for complaining about race and color-related statements made by co-workers. After filing a complaint with the VHRC, Respondent agreed to relocate Complainant to a new location; to make a specifically-identified, management-level employee available to him for support related to workplace problem solving for as long as he remained at the new location; to remove one (1) disciplinary written reprimand from his personnel file; and to pay Complainant the sum of \$16,000.
- ▶ **State Employee v. Vermont Agency Transportation** – The Complainant, a female, alleged that Respondent discriminated against her on the basis of sex and retaliated against her for complaining about the conditions of her work environment being infested with rodents and the differential treatment she received compared to her male counterparts. After filing a complaint with the VHRC, Respondents agreed to pay the Complainant a sum of \$60,000.
- ▶ **State Employee v. Vermont Agency Transportation** – The Complainant, a female, alleged that Respondent discriminated against her on the basis of sex based on unequal pay in comparison to a male counterpart. After filing a complaint with the VHRC, Respondent agreed to pay the Complainant a sum of \$15,000; and to retroactively designate her Supervisory position to June 3, 2012 resulting in her being placed on a Step 12 Pay Grade 27.
- ▶ **State Employee v. Vermont Agency of Human Services and Vermont Department of Mental Health** – The Complainant alleged that Respondents discriminated against her on the basis of age and retaliated against her by dismissing her from her position for filing several worker’s compensation claims during her employment with the State of Vermont. After filing a complaint with the VHRC, Respondents agreed to pay Complainant the sum of \$55,000. Complainant in turn agreed to dismiss any and/or all lawsuits, grievances or other claims of liability or other legal actions including her

allegations of discrimination and that at no time will she apply for, or accept, an offer of employment or reemployment with the Department of Mental Health.