

EMPLOYMENT SETTLEMENTS

CLOSED 2014

- ▶ **State Employee v. State Agency** – A case of alleged discrimination based on the Complainants national origin and race. The Respondent agreed to reinstate the Complainants job and pay grade; allowed the Complainant to move to another facility; and, returned sick and vacation days. Respondent additionally paid Complainant settlement amount of \$14,000.00.
- ▶ **State Employee v. State Agency** – A case of alleged discrimination based on Complainants age. Respondent hired Complainant into desired position and agreed to pay \$3,213.00 of Complainant’s attorney fees. .
- ▶ **State Employee v. State Agency** – A case of alleged discrimination based on Complainants disability. Complainant also alleged retaliation. Respondent agreed to allow Complainant to ‘red-circle’ down two pay grades when applying for a new position. Respondent additionally paid Complainant settlement amount of \$6,000.00.
- ▶ **State Employee v. State Agency** – A case of alleged discrimination based on Complainants sex (gender). Respondent promoted Complainant to a new position working first shift and paid settlement amount of \$20,000.00 and additionally paid \$13,333.00 of attorney fees.
- ▶ **State Employee v. State Agency** – A case of alleged discrimination based on Complainants gender identity. Respondent agreed to change letter of dismissal to a letter of resignation. Respondent also paid Complainant a settlement amount of \$10,000.00.
- ▶ **State Employee v. State Agency** – A case of alleged discrimination based on religion, national origin, ancestry and retaliation. Complainant was reinstated to his position. Respondent reimbursed \$12,920.63 to Complainants’ retirement account; provided \$3,000.00 for moving expenses related to his rehire reassignment; and, paid Complainants legal fees in the amount of \$11,000.00. Respondent agreed to pay Complainant an amount equal to straight-time back pay minus the amount

Complainant received in Unemployment Compensation benefits. Respondent additionally agreed to restore Complainants sick and annual leave balances which were effective on the date of his dismissal. Complainant agreed to training relating to appropriate boundary issues to be provided by Respondent.

▶ **State Employee v. State Agency** – A case of alleged discrimination based on sexual orientation, gender identity and family/parental leave. Respondent agreed to remove all reference to dismissal from Complainants personnel file and in turn Complainant agreed to resign from his position. Complainant received \$10,000.00 in complete and total compensation for claims referenced in his VHRC complaint.

▶ **State Employee v. State Agency** – A case of alleged discrimination based on disability. Complainant agreed to settle and dismiss with prejudice legal actions against the State, including complaint filed with VHRC. Respondent paid Complainant a settlement amount of \$6,000.00 for all claims related to her employment with the State. Respondent additionally re-credited 200 hours to Complainants annual leave balance.

▶ **State Employee v. State Agency** – A case of alleged discrimination based on sex (gender), failure to hire. Respondent agrees to pay Complainant settlement amount of \$17,500.00. Complainant agrees that at no time, in any capacity, will she apply for work at specific state agencies or any successor department.

▶ **State Employee v. State Agency** – A case of alleged discrimination based on sex, gender equality. Respondent agreed to pay Complainant the sum of \$20,000.00. Respondent agrees not to retaliate or impose discipline against Complainant. Respondent agrees to provide managers and supervisors with training addressing their responsibilities with regard to unlawful discrimination, harassment and retaliation. The VHRC to assist in delivering training. Respondent to adopt a statewide data retention policy for data generated by cameras at specific State facilities. Respondent to provide the proposed policy to the VHRC for its review and/or comments. Respondent and VHRC Executive Director agree to meet to discuss in good faith issues related to gender equality at specific State facilities. Respondent agrees to pay Complainants attorney fees and one-half of mediation fees.