

The Federal Employee Advocate

Vol. 1, No. 16

Sexual Harassment Verdicts & Settlements

February 6, 2013

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The first section of this article discusses sexual harassment verdicts and settlements, and the second section discusses sexual orientation harassment verdicts and settlements.

I. Sexual Harassment Verdicts & Settlements

California appellate panel affirms an award of \$1,237,086 in compensatory damages and an equal amount in punitive damages against an employer. "...there was substantial evidence supporting the jury's finding that plaintiff's complaint of sexual harassment of a colleague was a motivating reason for her discharge." *Green v. LAIBCO*, #B212933, 192 Cal.App.4th 441, 2011 Cal. App. Lexis 119, 111 FEP Cases (BNA) 783 (2nd Dist.).

Fifth Circuit affirms a jury award of \$230,000 for backpay and compensatory damages, finding that the plaintiff was sexually harassed by a captain. *Owen v. Harris County*, #09-20479, 2010 U.S. App. Lexis 17850, 110 FEP Cases (BNA) 10 (5th Cir.).

¹ Disclaimer: Never rely on an article or case summary without seeking the assistance of qualified counsel in your jurisdiction. Some cases have been superseded by later decisions that do not appear in our summaries. To provide our readers with information in a prompt manner, many case summaries have been written from non-final opinions. A court might have later modify the language or decide not to certify the decision for publication. The summaries are provided as a “starting point” in your research. Our articles and case summaries are not law, nor should they be considered “legal advice.” They are not a substitute for consultation with the appropriate legal officers for you, your office or agency. In no way do we warrant the accuracy or completeness of our information, or its fitness for a particular purpose.

Former secretary to a suburban Chicago chief deputy sheriff accepts \$188,000 to settle her sexual harassment and wrongful termination claims. *Easi v. Randall*, #1:08-cv-07024 (N.D. Ill. 2009).

Private prison operators agree to pay \$1.3 million to settle a suit claiming that women employees at the prison were subjected to sexual harassment that included male managers forcing them to perform sex acts in order to keep their jobs. In the settlement, the defendants did not admit liability. *EEOC v. Corrections Corp. of Amer. and Dominion Corr. Serv.*, #1:06-cv-01956, settlement; prior decisions at 2009 U.S. Dist. Lexis 19538 and 20125 (D. Colo. 2009). EEOC press release.

Jury awards a LAPD officer \$1 million in economic damages, and \$1.3 million in non-economic loss, including emotional distress. She alleged discrimination and abuse while assigned to the Valley Traffic Division in 1996, and was retaliated against for reporting the harassment to Internal Affairs. *Borck v. City of Los Angeles*, #2:99-cv-11575 (C.D. Calif. 2009). In 2008, the city settled a similar claim for \$2.25 million. *Fuller v. City of Los Angeles*, L.A. Co. Super. Ct. #BC346464 (Unpub. 2008).

Five-judge appellate panel upholds an award to a woman corrections officer that complained of sexual harassment and retaliation, but reduces her recovery from \$850,000 to \$200,000. *N.Y. State Dept. of Corr. Serv. v. N.Y. State Div. of Human Rights (Humig)*, #504007, 2008 NY Slip Op 6246, 53 A.D.3d 823, 861 N.Y. Supp.2d 494, 2008 N.Y. App. Div. Lexis 7594 (3rd Dept.).

Federal jury awards \$658,000 in compensatory and \$100,000 in punitive damages to four Mississippi women firefighters who sued over a sexually hostile environment and retaliation by their superiors and coworkers. The misconduct allegedly included sexual advances, intimidation, and offering money or gifts in exchange for sex. *Alexander v. Jackson*, #3:04-cv-614, Pacer Doc. 168 & 169 (S.D. Miss. 2007); verdict reported at 45 (2211) G.E.R.R. (BNA) 728.

First Circuit upholds a jury award of \$1,205,000 in compensatory damages and \$1,027,501 in punitive damages against a police union and others. A woman union member alleged sexual harassment during a union event, and a union official made threatening and intimidating remarks about her on television. *Dixon v. IBPO L-382*, #06-1210, 2007 U.S. App. Lexis 22891, 101 FEP Cases (BNA) 1121 (1st Cir.).

New York State Div. of Human Rights awards \$850,000 in compensatory damages for the harassment of a lesbian corrections officer. The agency found that she was subjected to a "daily, relentless regimen of humiliating insults" placing her in an "extremely serious and dangerous situation" by disclosing her sexual orientation to inmates. *Humig v. New York State Dept. of Corr. Servs.*, #7905228 (N.Y. Div. of Hum. Rts.10/11/07), summarized at 45 (2227) G.E.R.R. (BNA) 1213.

Eleventh Circuit vacates a sexual harassment verdict of \$400,000 and remands for an entry of judgment of \$300,000. *Bradshaw v. School Bd. of Broward Co.*, #06-13182, 2007 U.S. App. Lexis 11354 (11th Cir.).

Federal jury awards \$1 million in compensatory damages to a male NYC corrections officer that alleged he had been subjected to a hostile work environment by a woman captain's unwelcome sexual proposals. *Singleton v. City of New York*, #05-7769, 45 (2197) G.E.R.R. (BNA) 312 (S.D.N.Y. 2007).

Woman Illinois State Police sergeant, who alleged that she was sexually harassed by her supervisor and then received negative performance ratings and inferior work assignments after she complained, wins a jury verdict of \$146,000. *Storey v. Ill. State Police*, #05CV-4011, verdict (S.D. Ill. 2006); prior rulings at 2006 U.S. Dist. Lexis 8127 and 57970. {N/R}

Former police officer wins \$700,000 in compensatory and \$1 million in punitive damages for enduring repeated sexual and derogatory remarks. *Barth v. Vil.of Mokena*, #03 Civ 6677, Pacer Doc. 330 (N. D. Ill.2006). Prior rulings at: 2006 U.S. Dist. Lexis 19702, 97 FEP Cases (BNA) 1764 (3/31/2006); at 2004 U.S. Dist. Lexis 8316 (5/7/2004); and at 2004 U.S. Dist. Lexis 2789 (2/24/2004). [2006 FP Sep]

First Circuit upholds a jury verdict for more than \$1 million in favor of a Puerto Rican police officer who claimed that a sergeant sexually harassed her and management took no remedial action. The panel found that the amount was neither excessive nor conscience-shocking, because the plaintiff proved severe economic and emotional injury, including the loss of her house and car, insomnia, anxiety, and depression. *Valentín-Almeyda v. Munic. of Aguadilla*, #04-2413, 447 F.3d 85, 2006 U.S. App. Lexis 11584 (1st Cir. 2006). {N/R}

Treasury Dept. agrees to settle a class action of 32 sexual harassment claims at the Denver Mint for \$8,990,000. *Wylie v. Treasury Dept.*, EEOC #07A4001244, 44 (2152) G.E.R.R. (BNA) 392 (EEOC 2006); Agency #03-0008C; prior decis, Appeal #07A40012 rptd. at 2004 EEOPUB Lexis 7016 (EEOC 2004). {N/R}

Three women police officers who won \$3.5 million for sexual harassment settle their claims for \$4 million. The settlement includes \$3 million from the city and \$1 million from a law firm that was sued by the plaintiffs in a second lawsuit for allegedly defamatory remarks made by counsel after the jury verdict. *Frieders v. City of Glendale*, #BC263271, 42 (2086) G.E.R.R. (BNA) 1167 (Cal. Super. 11/12/04). {N/R}

San Francisco suburb to pay almost \$2 million in damages and legal costs to settle a sexual harassment suit brought by four women ex-officers, who claimed they suffered indignities, received different treatment and were denied promotional opportunities because of their gender. *Wowak v. City of Sunnyvale*, #5:03-cv-00394, case dismissed; settlement reported at 174 Lab. Rltns. Rptr. (BNA) 466 (N.D. Cal. 5/6/04). [2004 FP Sep]

Federal jury in Chicago has awards \$500,000 to a former manager in the office of the Inspector General of Cook County. *Roberts v. Cook County*, #01 C 9373, (N.D. Ill. 2004); prior interim ruling at 213 F. Supp.2d 882 (2002). [2004 FP Apr]

EEOC suit in behalf of a woman truck driver results in a verdict for \$101,400 in backpay, \$290,000 in front pay, \$350,000 for emotional suffering and \$2.5 million in punitive damages, for a total award of \$3,241,400. EEOC v. Fed Ex, #1:02-cv-1194 (M.D. Pa. verdict 2004). {N/R}

Federal appeals court finds that a judgment for sexual harassment is not dischargeable in federal bankruptcy proceedings. Jones v. Svreck, #02-044, 300 B.R. 133, 2003 Bankr. Lexis 1302, 42 Bankr. Ct. Dec. 4 (1st Cir. Bank. 2003). [2004 FP Feb]

New Jersey Supreme Court affirms a \$750,000 compensatory damage award to a male officer who claimed harassment by a woman coworker. It set aside a \$3 million in punitive damages against the Dept. of Corrections, and remanded the case because of faulty jury instructions. Lockley v. State of New Jersey DoC, #A-108-2001, 177 N.J. 413, 828 A.2d 869, 2003 N.J. Lexis 868 (N.J. 2003). {N/R}

Public employer pays \$435,000 to employees who inadvertently saw porn pics on computers owned by the city. Management failed to respond to their complaints. Adamson v. Minneapolis Public Library, #03-CV-2521 (D. Minn. 2003). [2003 FP Nov]

Sheriff's investigator awarded \$500,000 against the county and \$200,000 against a superior who allegedly put his face in the plaintiff's crotch, and twice bit her on the buttocks. Kessel v. Cook County, #1:00cv03980 (N.D.Ill. 2003). {N/R}

Three women police officers win \$3.5 million for sexual harassment. Frieders v. City of Glendale, #BC263271, 41 (2014) G.E.R.R. (BNA) 638 (L.A. Co. Calif. Super. Ct. 2003). [2003 FP Aug]

Private employer agrees to pay \$10 million to settle harassment complaints of 91 women employed at a suburban Chicago soap facility. EEOC v. The Dial Corp., #99 C 3356 (N.D. Ill. 2003). {N/R}

California county agrees to pay \$250,000 to a former ranger for gender bias and harassment. She alleged continuing mistreatment after the county settled an earlier lawsuit that she had filed.

Christensen v. Monterey County, as rptd. in the Monterey Herald (3-23-2003). {N/R}

Illinois counties are required by statute to indemnify sheriffs for judgments and settlements against them for all official acts, and a county was required to pay a \$500,000 consent judgment for sexual harassment. Carver v. Sheriff of La Salle County, #91108, 91 FEP Cases (BNA) 29, 2003 Ill. Lexis 13 (Ill. 2003). Also see 243 F.3d 379, 2001 U.S. App. Lexis 3934 (7th Cir. Ill. 2001). {N/R}

Michigan appeals court affirms a \$21 million verdict for a woman who endured seven years of harassment. Gilbert v. Daimler-Chrysler, #227392, 2002 Mich. App. Lexis 1168 (Unpub. Mich.App. 2002). {N/R}

California appeals court affirms a sexual harassment award against a city housing authority in the amounts of \$500,000 for emotional distress damages, \$173,866 in interest, \$611,898 in attorneys' fees, and \$11,986 in costs and \$30,000 in discovery sanctions. Walker v. San Francisco Housing

Auth., #A0954767, 100 Cal.App.4th 685, 122 Cal.Rptr.2d 758, 2002 Cal. App. Lexis 4442 (2002). {N/R}

A \$30 million punitive damages jury verdict against a private employer has been cut to \$8.25 million by the judge. *Gober v. Ralphs Grocery*, Super. Ct. #N72142, San Diego Co. Calif., rptd. in the S.F. Recorder (7/17/2002). {N/R}

Federal judge sets aside a \$3 million verdict for sexual harassment of a woman police officer as "grossly excessive;" damages reduced to \$300,000. *Spina v. Forest Preserve Dist. of Cook Co.*, #98-C-1393, 207 F.Supp.2d 764, 2002 U.S. Dist. Lexis 9818 (N.D.Ill. 2002); interim rulings at: 2001 U.S. Dist. Lexis 19146 (11-22-2001); 2001 U.S. Dist. Lexis 11670, 86 FEP Cases (BNA) 1099 (8-6-2001); 1999 U.S. Dist. Lexis 18832 (11-29-1999). [2002 FP Feb]

Appellate court affirms a jury award of \$625,000 in compensatory and \$500,000 in punitive damages. Although the conduct was not especially severe, it continued for many years. *Mancini v. Twp. of Teaneck*, #A-2186-00T5, 794 A.2d 185, 2002 N.J. Super. Lexis 165 (N.J. App. 2002). [2002 FP Jul]

Second Circuit allows juries to award punitive damages without awarding compensatory damages in sexual harassment and discrimination cases. *Cush-Crawford v. Adchem Corp.*, 00-7617, 2001 U.S. App. Lexis 24806 (2nd Cir.). [2002 FP Feb]

City worker awarded \$275,000 for retaliation; she complained of obscene language during a cable TV show shown in the employee break room. *Ericson v. City of Meriden*, #3:99CV2143 (D. Conn.), Connecticut Law Tribune (Oct. 8, 2001); prior ruling at 113 F.Supp.2d 276, 2000 U.S. Dist. Lexis 14496. [2001 FP 157]

Federal appeals court reinstates a \$275,000 verdict for a woman firefighter and rejects the city's argument that firefighter behavior should be evaluated in the context of a blue-collar environment. *O'Rourke v. City of Providence*, #99-2346 & 00-1008, 2001 U.S. App. Lexis 165, 235 F.3d 71, 85 FEP Cases (BNA) 1135 (1st Cir.). [2001 FP 123-4]

Federal jury awarded a woman \$2.75 million because male coworkers played loud, sexually explicit music at work and management took no action. The court reduced the award to \$300,000 plus \$113,000 in legal fees. *Strain v. Lear Corp.*, #00-C-05295 (Unrptd. W.D. Wis., 4/4/2001). {N/R}

FBI pays a settlement of \$150,000 plus attorneys fees to woman agent who complained of sexually-oriented teasing, harassment, and ridicule that was not only condoned by and participated in by her supervisors. *Anderson v. Reno*, 97-0747, settlement rptd. at 38 (1887) G.E.R.R. (BNA) 1284 (N.D. Cal.); prior decis. at 190 F.3d 930, 1999 U.S. App. Lexis 21387, 80 FEP Cases (BNA) 1663 (9th Cir. 1999). {N/R}

An appellate court in Wisconsin upholds a \$389,434 verdict plus one year of future pay for a former paramedic who claimed she was sexually harassed by her supervisor. *Salveson v.*

Douglas Co., #99-0946, 2000 WI App 80, 234 Wis. 2d 413, 2000 Wisc.App. Lexis 267, 38 (1859) G.E.R.R. 518 (3/28/00). [2000 FP 92]

Two court employees accept \$1 million to settle their sexual harassment lawsuit. The claimed they were routinely subjected to obscene sexual comments by male co-workers and supervisors and that nothing was done to correct the problem. *Wayman v. San Bernardino Co.*, #273502, 37 (1842) G.E.R.R. (BNA) 1618. (Cal.Super. 1999). {N/R}

District of Columbia Government agrees to pay \$8.5 million in damages and legal costs to women corrections officers. *Neal v. D.C. Corr. Dept.*, #93-2420 (D.D.C. 1999). Settlement rptd. at 37 (1820) G.E.R.R. (BNA) 850. Prior decis. at 1995 U.S. Dist. Lexis 11461 (D.D.C).

Fitzpatrick v. City of Atlanta, 2 F.3d 1112, 1120-21 (11th Cir. 1993). [1999 FP 138]
Male officer wins \$3.75 million verdict; other recent awards, reductions and settlements noted. *Lockley v. New Jersey*, #L-03195-94, Burlington Co. N.J., 37 (1817) G.E.R.R. (BNA) 693 (5/28/1999). [1999 FP 108-9]

New Jersey Supreme Court holds that workers' comp. insurance covers sexual harassment lawsuits. Insurance policy exclusions for those claims are unenforceable and violate public policy. *Schmidt v. Smith*, 155 N.J. 44, 713 A.2d 1014, 1998 N.J. Lexis 601. [1999 FP 60-1]

NY county police force held liable to a woman officer who alleged a long history of sex discrimination and harassment; jury awarded of \$541,001, reduced to \$225,001, must be further reduced. *Annis v. Westchester Co.*, 136 F.3d 239, 1998 U.S. App. Lexis 1449 (2nd Cir.). {N/R}

Sheriff's Dept. in Chicago pays \$225,000 to settle a sexual harassment and wrongful termination suit brought by an administrative assistant against the Sheriff's Director of Operations. County also spent \$426,098 in legal defense fees. *Conway v. Walsh*, verdict rptd. at 37 (1816) G.E.R.R. (BNA) 663; prestlmt. opin. at 1999 U.S. Dist. Lexis 6979 (N.D.Ill. 1999). {N/R}

NC corrections employee receives \$217,000, plus in \$97,678 in legal fees, to settle her harassment claim. *Robinson v. N.C. Dept. of Corrections*, #5:98-CV-584-BR-3, 37 (1828) G.E.R.R. (BNA) 1203 (E.D.N.C. 1999). {N/R}

Four women officers in Minnesota recover \$199,000. *Kennedy v. St. Paul, Ramsey Co.*, #C6-93-8809, 36 G.E.R.R. (BNA) #1763 (Minn. Dist.Ct. 1998). [1998 FP 140-1]

Woman trooper in Louisiana is awarded \$600,000. *Mistretta v. Louisiana*, #95-754-B-M1, 36 G.E.R.R. (BNA) 726 (M.D.La. 1998). [1998 FP 141]

Record \$34 million to be paid to 350 women that were subjected to harassment. Defendant also consented to outside monitoring of complaints. *EEOC v. Mitsubishi*. Prior decis. at 990 F. Supp. 1059 (C.D.Ill. 1998) and 102 F.3d 869 (7th Cir. 1996). [1998 FP 124-5]

Appellate court upholds a \$3.5 million punitive award for sexual harassment, an amount 70 times greater than the compensatory damages. *Weeks v. Baker & McKenzie*, #A068499, 1998 Cal.App. Lexis 396, 76 FEP Cases (BNA) 1219. [1998 FP 93]

Mass. State Police reported to have secretly paid \$290,000 to a woman trooper who claims she was raped while on duty by a male trooper. Source: *Boston Globe* 4/23/1998 p. A01. [1998 FP 93]

Woman officer in Oregon recovers \$225,000 for harassment and retaliation for filing a complaint. Sheriff failed to give adequate discipline to offending deputy. *Mockler v. Multnomah Co.*, 140 F.3d 808, 76 FEP Cases (BNA) 890, 1998 U.S. App. Lexis 6440 (9th Cir.). [1998 FP 94]

A California city has paid \$900,000 to settle a sexual discrimination and harassment suit brought by a former Fire Dept. contract physician. *Braun v. San Francisco*, Cal.Super. #969799, 36 G.E.R.R. (BNA) #1757 (1998). [1998 FP 78]

Jury awards woman fire captain \$347,000. \$100,000 was punitive damages for a sexually hostile environment; \$50,000 was for retaliation she suffered after reporting the harassment. Another \$150,000 in punitives was for discriminatory treatment. Her attorney was seeking a fee award of about \$500,000. *Kline v. City of Kansas City*, #94-0723-CV-W-3, 35 (1743) G.E.R.R. (BNA) 1567 (W.D.Mo. 1997). {N/R}

Woman officer recovers \$625,000 for emotional distress. She alleged that male officers first harassed her and then caused her to be terminated. *Hoban v. County of Riverside*, Docket #219376, 108 (90) L.A.D.J. (Verd. & Setlmts.) 14 (Cal.Super. 1997). [1997 FP 105]

\$50 million verdict reduced to \$350,000. Employer had anti-harassment and "open door" employee policies. *Kimzey v. Wal-Mart Stores*, 107 F.3d 568, 73 FEP Cases (BNA) 87, 1997 U.S.App. Lexis 2853 (8th Cir.). [1997 FP 61]

\$2 million verdict capped at \$300,000. Worker suffered post traumatic stress disorder from the harassment and a supervisor's threat against her. *Holmes v. Wal-Mart Stores*, #95-137-CIV-FTM-25D, 1997 FEP Summary (BNA) 120 (M.D.Fla. 1996). {N/R}

Corrections technician awarded \$480,000 against a California sheriff's dept. for enduring 20 months of harassment. *Barbour v. Co. of Orange*, Super.Ct. #727213, 109 (251) L.A.D.J. (Verd. & Setlmts.) 9 (1996). [1997 FP 27]

Police dispatcher accepts \$500,000 to drop her suit alleging she was fondled, was repeatedly solicited for sex and was required to view a pornographic video. *Naholnik v. Town of Waterford*, #3:93-CV-00683 (RNC), 34 (1671) G.E.R.R. (BNA) 904 (D.Conn. 1996). [1996 FP 139-40]

Woman police sergeant wins \$1,275,000 for verbal abuse, harassment and retaliation. *Hurley v. Atlantic City Police Dept.*, #93260 & 94-122, 34 (1659) G.E.R.R. (BNA) 498 (D.N.J. 1996).

[1996 FP 108]; Note: verdict later reduced to \$875,000, of which \$700,000 was punitive. See 933 F.Supp. 396 {N/R}

County pays \$200,000 to woman officer who claimed she was fondled by the chief; she was transferred after complaining about his conduct. *Doe v. County of Los Angeles*, Los Angeles Co. Super.Ct., 109 (9) L.A.D.J. (V&S) 3 (1995). [1996 FP 45]

Mass. town ordered to pay \$253,572 for mistreatment of a civilian dispatcher who was subjected to profanity and demeaning work assignments (washing dishes). *Baldelli v. Southborough Police Dept.*, #88-WEM-0041, 33 (1631) G.E.R.R. (1178) (Mass.C.A.D. 1995). {N/R}

FBI settles three sexual harassment cases for a total of \$645,000. *Doucette v. Reno*, #CIV 93-1198, 33 (1602) G.E.R.R. 222 (C.D.Ariz. 1995); *Alduenda v. Reno* (C.D.Cal. 1995); *Power-Anderson v. U.S.*, #SA-CV-94-43 (C.D.Cal. 1995). [1995 FP 76-7]

Woman security officer accepts \$1.5 million settlement for enduring sexual harassment by male officers. *Doe v. Confidential Employer*, 107 (193) L.A.D.J. (Verd. & Setlmts.) 6, L.A. Co., Cal. Super.Ct. Dept. 54 (1994). [1995 FP 28]

California city settles complaints of two women workers for \$225,000. *Doe and Roe v. City* (I.D. Confidential, L.A. Co. Super.Ct. (7/9/94), summary in 107 (154) L.A.D.J. (Verd. & Setlmts.) 8 (8/12/94). [1995 FP 12]

Calif. Superior Court reduces a \$6.9 mill. verdict to \$3.5 mill. Secretary proved a partner in a law firm sexually harassed her. Even with the reduction, it is the largest to-date verdict for workplace sexual harassment. *Weeks v. Baker & McKenzie*, 66 FEP Cases (BNA) 581 (Cal.Super. 1994). {N/R}

Los Angeles pays \$4.5 million to the family of a teenager molested by a uniformed officer. *Doe v. Tanabe*, summary in 28 (19) Bus. Insur. 4, L.A. Co., Cal. Super. Ct. 1994). [1994 FP 141]

Huntington Park (Calif.) woman police officer receives \$187,500 to settle her sexual harassment lawsuit; three employees were removed, summary in L.A. Times 1/22/94. {N/R}

Jury awards \$3.1 million to two women police officers who were sexually harassed by male coworkers. *Clerkin v. City of Long Beach*; *Allison v. City of Long Beach*, U.S. Dist. Ct. (C.D. Cal. 1991), summary in L.A. Times 10/14/93. [1991 FP 170]

Woman police lieutenant who recovered \$290,000 for sexual harassment in 1985, receives \$73,400 in a second suit claiming further discrimination and retaliation. *Arnold v. City of Seminole*, 614 F.Supp. 853 (E.D. Okla. 1985) as Rptd. in *The Wall Street Journal*, p. B-3 (10/18/91).

Federal appeals court sustains damage awards against a police captain and a sergeant for tolerating sexually offensive work conditions. Verdicts against city totaled \$230,000 and \$165,000 against the captain. *Andrews v. City of Philadelphia*, 895 F.2d 1469 (3rd Cir. 1990).

Female police dispatcher wins \$150,000 for mistreatment by a sergeant; he had pulled down her clothing so another officer could photograph her breast. [Sydney] Brauer v. [Robert] White, Unrptd., 136 (87) Chicago Daily Law Bull. 1 (5/2/90).

Federal jury awards Santa Clara sheriff's deputy \$700,000 for emotional distress in a sexual harassment lawsuit. Murphy v. County of Santa Clara, #C-89-2328-CAL, U.S. Dist. Ct. (N.D. Cal. 10/3/91). [1992 FP 12]

Former Minneapolis police officer recovers \$165,000 for emotional distress and retaliation after filing a sexual harassment complaint. Eggimann v. City of Mnpls., Unrptd., 4th Jud. Dist. #MC90-2204, 30 (1477) G.E.R.R. (BNA) 1126 (1992). [1992 FP 157-8]

Female police officer recovers \$900,000 for emotional distress and sexual solicitation by superior officers. Preston v. Douglas, Unrptd., Wayne Co. Mich. Cir. Ct. #84-414100-NI, 19 Media & Govt. Qtrly. (JVRS) 2 (1987).

Black Lesbian LAFD firefighter wins \$6.2 million for harassment and retaliation, including \$2.7 million for emotional distress. City had rejected a settlement offer of \$4.5 million. Bressler (Lee) v. City of Los Angeles, #BC336783, (L.A. Co. Super. Ct. 2007); verdict summarized at 45 (2214) G.E.R.R. (BNA) 822.

Federal appeals court upholds discrimination verdict given an officer who had a sex change. He failed his probation period as a new sergeant because of gender stereotyping by his superiors. Barnes v. City of Cincinnati, #03-4110, 401 F.3d 729, 2005 U.S. App. Lexis 4607, 2005 FED App. 0142P (6th Cir. 2005). [2005 FP Aug]

Los Angeles to settle two harassment lawsuits for approximately \$450,000 and \$200,000. Two gay male officers, ages 42 and 45, claimed discrimination by coworkers and superiors. Weiner v. Los Angeles and Duncan v. Los Angeles, L.A. Times, Dec.26, 2004. {N/R}