



## Civil Rights Department

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For Immediate Release

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### Civil Rights Department Announces \$150K Settlement with City of Compton to Resolve Allegations of Sexual Harassment in Public Works Department

*City agrees to compensate individual complainant and take steps to help ensure staff understand their civil rights in the workplace*

**SACRAMENTO** – The California Civil Rights Department (CRD) today announced a settlement with the City of Compton to resolve an employment complaint alleging sexual harassment and retaliation in the city's Department of Public Works. As part of the settlement, the city will pay \$150,000 to an individual complainant and take steps to help ensure staff understand their civil rights in the workplace.

"Sexual harassment is unacceptable," **said CRD Director Kevin Kish**. "Whether it's in the private sector or government, supervisors have a duty to take harassment seriously. This settlement will help protect the rights of future employees for the City of Compton and it provides important relief for the worker who came forward. At the Civil Rights Department, we remain committed to enforcing the rights of all our state's residents."

#### Alleged Inappropriate Conduct

Earlier this year, CRD received a complaint against the City of Compton from an employee for the city's Department of Public Works who alleged that they experienced months of sexual harassment and then faced retaliation for reporting it. According to the complaint, the employee's supervisor and another employee openly engaged in inappropriate sexual behavior in the office. Despite at least one senior city official allegedly witnessing the behavior, the city reportedly failed to take action to address it. After complaining, the employee said that they were then given additional work outside of their assigned duties on top of already having to help fill in for work not being done by the other non-supervisory employee.

#### State Investigators Support Resolution

After conducting an initial investigation, CRD investigators provided the employee and the city an opportunity to voluntarily resolve the allegations. As a result of the settlement, the city, without admitting liability, has agreed to:

- Post information on civil rights protections against harassment and discrimination in the workplace, including materials on different forms of protected leave.
- Provide photographic evidence of compliance with the posting requirement.
- Be subject to a compliance review with regard to the conditions of the agreement.
- Pay \$150,000 to the individual complainant.

If you or someone you know has experienced employment discrimination, CRD may be able to assist you through its [complaint process](#). The department also [provides general information and factsheets online](#) about civil rights protections, including on [protections against sexual harassment](#). The department also offers [free training on sexual harassment prevention](#) that can be taken online at any time.

The settlement announced today was secured by Monica Henderson with CRD's Enforcement Division.

A copy of the settlement is available [here](#).

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*The California Civil Rights Department (CRD) is the state agency charged with enforcing California's civil rights laws. CRD's mission is to protect the people of California from unlawful discrimination in employment, housing, public accommodations, and state-funded programs and activities, and from hate violence and human trafficking. For more information, visit [calcivilrights.ca.gov](http://calcivilrights.ca.gov).*

