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Airline Food Company Agrees to Reforms After State Investigation into Alleged Sexual Harassment

Settlement resolves multiple complaints at LAX-adjacent facility

SACRAMENTO – The California Civil Rights Department (CRD) today announced a settlement with Flying Food Group, LLC, a company that prepares and packages in-flight meals. The settlement resolves multiple complaints of sexual harassment at the company's LAX-adjacent facility and requires an array of reforms to protect the rights of employees statewide.

"Sexual harassment is unacceptable," **said CRD Director Kevin Kish.** "When workers speak out, employers have a responsibility to take action. Flying Food Group allegedly failed to do that. Through this settlement, the company is now taking steps to reform its policies and compensate the workers who alleged that they were harmed."

Inappropriate and Unwelcome

In 2024 and 2025, CRD received multiple complaints against Flying Food Group alleging harassment, discrimination, and retaliation. According to the complaints, the company repeatedly failed to prevent sexual harassment against women in the workplace and retaliated against workers who reported. The harassment allegedly included instances of a supervisor engaging in inappropriate verbal and physical misconduct against multiple employees. In one instance, when an employee reported their concerns, they were instead allegedly subjected to unwelcome questions about their own attire by another supervisor and the employee claimed that no steps were subsequently taken to investigate, stop, or correct the alleged harassment. Employees also alleged being denied the opportunity to transfer to a different team or being given additional work assignments after complaining. According to another employee, the work environment became so hostile that they felt like they had no option but to quit because of the company's alleged longstanding failure to take action.

Changing Course

After conducting an initial investigation, CRD provided the employees and the company with an opportunity to voluntarily resolve the allegations through mediation. As a result of the settlement, Flying Food Group, without admitting wrongdoing, will:

- Issue a public statement affirming the company's commitment to preventing and addressing all forms of harassment in the workplace.
- Modify, as needed, all sexual harassment and discrimination policies, including on procedures for reporting and investigating harassment.
- Provide in-person training to all employees on sexual harassment prevention, including with respect to implicit bias and bystander intervention.
- Implement performance accountability measures to ensure managers and supervisors comply with the company's anti-harassment policies.
- Distribute information on filing civil rights complaints to all employees at California locations.
- Keep employees informed about the outcomes of investigations into their complaints.
- Review hiring and promotion policies to increase opportunities for women to apply for and obtain roles in leadership.
- Pay the complainants a confidential amount in compensation for the alleged harms.

If you or someone you know has experienced discrimination on the job, 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 sexual harassment in the workplace.

The settlement was mediated by Senior Attorney Mediator Cynthia Sandoval.

You can learn more by reading the settlement.

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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.