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Harley Dealership Pays Up To End EEOC Sex Harassment Suit

By **Michael Angell**

Law360 (December 17, 2020, 5:18 PM EST) -- The three operators of a defunct Harley-Davidson dealership in Illinois have agreed to fork over \$193,750 to end a U.S. Equal Employment Opportunity Commission suit brought on behalf of an ex-employee who allegedly faced "constant sex harassment" on the job and was fired when she complained.

The U.S. Department of Labor's anti-bias watchdog agency said the payout and other actions in a consent decree approved by a federal judge Wednesday will end a lawsuit the EEOC filed against DP Fox Ventures LLC, Fox Glenview LLC and Fox Illinois Staffing LLC alleging violations of Title VII of the Civil Rights Act at their former dealership in Glenview.

"No one should be subjected to the kind of harassment this woman faced and no one should be terminated for having the courage to report it," Gregory Gochanour, the EEOC's regional attorney in Chicago, said in a statement.

In February, the EEOC filed the suit in Illinois federal court, alleging that the three companies created a hostile workplace for Amy Hartman since at least October 2015 and eventually retaliated against her.

The EEOC accused the defendants of allowing managers and other workers at the dealership to make unwanted advances toward Hartman, subjecting her to constant comments about her body, making requests for her to wear more revealing clothing and showing her pornography.

When Hartman complained about her treatment, the dealership gave her a schedule that interfered with her ability to take care of her child, before eventually firing her for made-up reasons, the EEOC said in a statement that didn't detail the reasons for her firing.

Attorneys for the companies did not respond to a request for comment. Attorneys for the EEOC did not respond to a request for comment.

The EEOC was represented by Sharon Fast Gustafson, Gregory Gochanour, Deborah Hamilton, Bradley S. Fiorito, Richard J. Mrizek and Jonathan Delozano.

The companies are represented by Paul Patten of Jackson Lewis PC.

Hartman is represented by Steven A. Wade of Anesi Ozmon Rodin, Novak & Kohen Ltd.

The case is Equal Employment Opportunity Commission v. Fox Glenview LLC et al., case number 1:20-cv-01436, in the U.S. District Court for the Northern District of Illinois.

--Editing by Leah Bennett.

