

**DEPARTMENT OF FAIR EMPLOYMENT & HOUSING**

DIRECTOR KEVIN KISH

2218 Kausen Drive, Suite 100 | Elk Grove | CA | 95758
800-884-1684 (voice) | 800-700-2320 (TTY) | California's Relay Service at 711
www.dfeh.ca.gov | email: contact.center@dfeh.ca.gov

May 16, 2018
For Immediate Release

Contact: Fahizah Alim (916) 585-7076
Fahizah.Alim@dfeh.ca.gov

DFEH Settles Sexual Harassment Case Against Crescent City Bulb Farm

Employer and Alleged Harassers to Pay \$15,000 and Implement Anti-Harassment Policies

Sacramento – The California Department of Fair Employment and Housing (DFEH) has reached a settlement in a sexual harassment case with Dahlstrom & Watt Bulb Farms, Inc. in Crescent City, as well as two alleged individual harassers, involving a complainant who alleged sexual harassment by her co-workers.

The complainant filed a complaint with DFEH in May 2017 alleging that two of her male co-workers made sexually harassing comments over a course of several months, as well as staring, leering, winking, and licking lips. The complainant alleged that the employer failed to take adequate action after being notified of the harassing behavior, and then terminated her in retaliation.

DFEH found cause to believe a violation of the Fair Employment and Housing Act had occurred and engaged in a mandatory mediation session with the respondents on May 1, 2018 in Crescent City. The parties settled the case with both affirmative relief and monetary compensation. The respondent employer agreed to pay a total of \$15,000 to the complainant.

“Employers have a duty to investigate complaints of sexual harassment and take corrective action when the complaints are substantiated,” said DFEH Director Kevin Kish. “Employers that retaliate against people who make complaints of workplace sexual harassment can expect to be held accountable.”

In addition to a monetary settlement, the employer will develop and implement a written policy against sexual harassment and retaliation and create a clear process for employees to make internal complaints. Managers will undergo three employment-law trainings in the next five years and the employer will provide an annual compliance report to DFEH for the next five years.

Grace Shim, DFEH Staff Counsel, and Nelson Chan, Assistant Chief Counsel, represented DFEH in this mediation.

###

The DFEH is the state agency charged with enforcing California's civil rights laws. The mission of the DFEH is to protect the people of California from unlawful discrimination in employment, housing and public accommodations and from hate violence and human trafficking. For more information, visit the DFEH's web site at www.dfeh.ca.gov.

