



Department of Fair Employment & Housing

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

April 30, 2019
For Immediate Release

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

Ramco Enterprises, LP To Pay \$600,000 To Settle DFEH Sexual Harassment Complaint *DFEH Alleged Sanitation Worker Was Fired After Reporting Sexual Assault*

Sacramento – Ramco Enterprises, LP, a staffing company based in Salinas specializing in the food processing and agricultural industries, will pay \$600,000 and furnish other relief to settle a sexual harassment complaint involving an employee who alleged he was sexually harassed and assaulted by a supervisor when he was 17 years old.

The teen, who worked the night shift as a sanitation crew member, filed a complaint with DFEH in 2017 claiming that he was sexually harassed by his supervisor while he was working for Ramco at a food processing facility owned by Taylor Fresh Vegetables, Inc. in Gonzales, California. Taylor Fresh Vegetables, Inc. has also reached settlement with the DFEH.

The complainant alleged that his supervisor verbally and physically harassed him at work by making unwelcome sexual comments that escalated to unwanted touching. Ultimately, the supervisor allegedly told the employee to go with him to do a task off-site. When they arrived at the remote site, the supervisor sexually assaulted the complainant. After the complainant reported the sexual assault to the police, Ramco terminated his employment, allegedly due to his age.

After DFEH found cause to believe a violation of the Fair Employment and Housing Act (FEHA) and Ralph Civil Rights Act had occurred, the parties reached a mediated settlement. Ramco will pay \$600,000 which includes payment to complainant for emotional distress damages, and attorney's fees to the DFEH and complainant's representative, California Rural Legal Assistance, Inc.

"DFEH is committed to eradicating sexual harassment and assault from all California workplaces in every industry," said DFEH Director Kevin Kish. "Third party monitors are important tools in our agreements to ensure that workplaces become and remain safe."

The settlement also requires Ramco to hire a third-party monitor for three years to review Ramco's policies and procedures, make regular visits to the worksite, review complaints of harassment filed by employees, attend human resources meetings at the company's headquarters, and submit compliance reports to DFEH. Taylor Fresh Vegetables, Inc., which denies an employment relationship with the complainant, will also hire a monitor for a two-year period.

###

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.

