



## DEPARTMENT OF FAIR EMPLOYMENT & HOUSING

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### FRESNO AREA FUNERAL HOME RESOLVES DFEH SEXUAL HARASSMENT LAWSUIT

*Settlement resolves allegations that former manager sexually harassed two women employees*

SACRAMENTO- Shant Bhavan Punjabi Funeral Home and Crematorium, Inc., in Fowler, California, will pay \$96,500 and furnish other affirmative relief to settle a civil rights lawsuit alleging two employees were subjected to sexual harassment by a former manager.

The former employees filed complaints with DFEH alleging that in 2016, a manager subjected them to unwanted touching and sexually suggestive verbal comments and invitations. DFEH found cause to believe violations of the Fair Employment and Housing Act and Civil Code section 51.7 had occurred, and filed suit in Fresno County after pre-litigation mediation efforts failed. The lawsuit alleged that the company took no steps to investigate the allegations of sexual harassment leveled by one of the employees in her resignation letter.

“Employees in every workplace in California have the right to earn a living without being subjected to sexual harassment,” said DFEH Director Kevin Kish. “Employers have a legal obligation to investigate and remedy workplace harassment.”

The settlement agreement requires the company to adopt an antidiscrimination policy with written procedures for employees to report sexual harassment, provide in-person sexual harassment prevention training to staff, and post DFEH informational posters in the workplace.

The litigation is captioned *DFEH v. Shant Bhavan Punjabi Funeral Home, et al.*, case nos. 18CECG01472 and 18CECG00688 (Fresno County).

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*The DFEH is the state agency charged with enforcing California's civil rights law. 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 website at [www.dfeh.ca.gov](http://www.dfeh.ca.gov).*

