



Civil Rights Department

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Live Nation and House of Blues Anaheim Settle CRD Workplace Sexual Harassment Investigation For \$500,000

Complaint Alleged that Entertainment Companies Failed to Address A Sexually Hostile Work Environment Created by a Stage Manager

Anaheim – The California Civil Rights Department (CRD) reached a settlement in an employment discrimination, harassment, and retaliation investigation with entertainment company Live Nation Entertainment, Inc. and its subsidiary House of Blues Anaheim Restaurant Corporation involving a group or class of employees at the House of Blues Anaheim concert venue.

A former employee filed a complaint with CRD in September 2019 alleging a stage manager used his position of power to create a sexually hostile work environment where he physically and verbally harassed her and other employees. His harassment intensified when he sexually assaulted the complainant. Complainant alleged that the respondent employer, Live Nation Entertainment, failed to take adequate action after being notified of the assault, and then retaliated against the complainant by terminating her employment.

“Sexual harassment is against the law, and employers have a duty to take immediate corrective action when it occurs,” said CRD Director Kevin Kish. “CRD will continue to hold employers accountable, including for retaliation against employees who exercise their right to complain about sexual harassment in the workplace.”

CRD launched a group or class investigation in February 2020 resulting in additional allegations, including that the alleged harasser sexually harassed multiple employees by discussing his sex life, sending unwanted explicit photographs, and exposing his genitalia, among other actions. Complainant and other women reported his inappropriate behavior to management.

The parties engaged in mediation prior to litigation, resulting in a settlement in which Live Nation Entertainment will pay a total of \$500,000 to resolve the allegations.

In addition to a monetary settlement, Live Nation will provide sexual harassment training to its managers and human resources personnel and will draft and enforce clear policies governing sexual harassment, discrimination, and retaliation, including improving House of Blues Anaheim’s complaint reporting policies.

Senior Staff Counsel Azadeh Housseinian and Staff Counsel Eliana G. Mata represented CRD in the mediation.

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The CRD is the state agency charged with enforcing California's civil rights laws. The mission of the CRD 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 CRD's web site at www.dfeh.ca.gov.

