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# Lowe's to pay \$1.7M in Longview harassment settlement

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Three former Lowe's Companies Inc. employees at the hardware chain's Longview, Wash., location have been awarded a total of \$1.72 million, which is the largest settlement per employee in a sexual harassment case in the western U.S., according to the Equal Employment Opportunity Commission (EEOC).

[The suit was filed early last year.](#) According to EEOC attorney Lisa Cox, two male employees were harassed by co-workers for being perceived as gay. They complained to a supervisor, who was himself allegedly harassing a female employee.

"It was a cesspool of harassment, really out of control," said Cox.

The Seattle EEOC office sued home improvement giant Lowe's Companies Inc. (NYSE: LOW), of Mooresville, N.C., for the actions at the Longview store, which "eventually left all three individuals emotionally devastated," according to the EEOC.

Jeremiah Harrington, Chester Davison and Amber Fasolino will share in the settlement, in which Lowe's also agreed to revise its anti-harassment and anti-retaliation policies and complaint procedures, provide additional training for employees regarding harassment and retaliation, and write and distribute to all employees an anti-harassment and anti-retaliation statement.

According to Seattle lawyer Scott Blankenship, who was lead counsel for the employees, the case was "hard-fought" by Lowe's, with more than 20 motions filed by the parties and more than 15,000 documents exchanged. Blankenship said that during the course of litigation, Lowe's retained four law firms.