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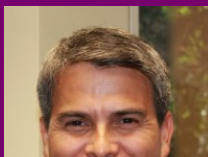
October 31, 2017- Ed Clips

The EEOC Wants You To Know It Has Been Busy Lately - Part 2

Happy Halloween - From the Texas Senate



### Contributing Authors

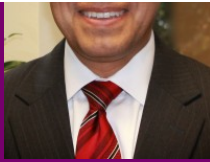


## The EEOC Wants You To Know It Has Been Busy Lately Part 2

This is the second part of my series looking at the Equal Employment Opportunity Commission's press releases highlighting specific agency action. I will provide a brief overview of some of the lawsuits the EEOC reports that it has filed or settled lately, separating them into categories so as to emphasize the types of cases that are currently the focus of EEOC action.

### SEXUAL HARASSMENT/RETALIATION

EEOC sues beverage company for failing to stop sexual harassment



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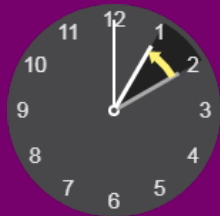
### Noteworthy

Oct. 31, 2017

### Halloween



Nov 5, 2017  
Daylight Savings Time ends-  
clocks move backwards 1 hour



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### of employee and then firing her when she complained of the harassment.

On September 18, 2017, the EEOC filed suit against Massimo Zanetti Beverage USA, Inc., alleging that after a female employee reported at least three instances of sexual harassment by a male co-worker, the company fired her for an alleged performance issue. The EEOC claimed that the employee's performance was mere pretext, and that she was terminated in retaliation for her complaints about sexual harassment. The EEOC brought suit under Title VII of the Civil Rights Act of 1964, which prohibits sexual harassment and retaliation against employees who complaint about it.

**Suit filed for firing employee who opposed harassment.** On September 13, 2017, the EEOC filed suit against American Queen Steamboat Company, alleging that the cruise company fired a cruise director after he submitted a written complaint to the company supporting the claim of his coworker that the coworker was being sexually harassed by a company supervisor. The cruise director criticized both the company for failing to stop the harassment and a high-level manager for alerting the alleged harasser about the coworker's complaint. The manager then threatened the cruise director's job. The cruise director reported this retaliatory conduct to his immediate supervisor, but his immediate supervisor took no remedial action.[Continue Reading...](#)

## Happy Halloween -From the Texas Senate

Do you want to hear a scary story? The Texas Legislature is attempting to "help" school districts with governance issues! Perhaps, the scariest aspect of that statement is the irony of the Texas Legislature telling local governments about their flaws in how they govern their communities. During the 85th Regular Session, the Legislature passed SB 1566 by Senator Lois Kolkhorst. Ultimately, this legislation became dramatically different from its original filed version. As the case with many bills, several separate pieces of legislation were attached to SB 1566 prior to final passage. What resulted was a law that closely resemble Frankenstein (get it?).

The most controversial aspect of SB1566 was the new board member reporting requirements. Essentially, it breaks down like this:

- SB1566 changes the deadline for posting of the minutes regarding the amount of training a board member has received (or didn't receive, see below) from December to the month before any board election.
- SB1566 now requires that minutes reflect the deficiency in training requirements by any board members as of the first anniversary of the date they were elected or appointed. Thus, any requirements which are not required as of the first anniversary of the election or appointment will not be considered.
- If any board member is deficient, then the District must post the minutes on their website within 10 business days of the meeting and maintain the posting until requirements are met.

As stated previously, there are many different aspects to SB1566 (i.e. lice, patriotic societies, etc.). Additionally, the original bill as filed would have forced school districts to post this information in their local newspaper! The above referenced provision is an issue we have been asked about by school districts across the state. As always, if you have any questions, please do not hesitate to contact our office.

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