

GOVERNMENT AND EMPLOYERS ON JOB BIAS



Things first got started back when accusations of racism and discrimination were made against a trucking company whose warehouse is located in the Chicago Ridge area of Illinois. At that point, several people who felt as though they were being discriminated against had made claims that several racist comments were made against them and that racist graffiti was posted around the workplace, causing them to feel uncomfortable. The allegations were originally made against the Yellow Transportation Company and Harry Gasper was one of several individuals who worked for the company, feeling uncomfortable because of the discrimination that was going on. He was one of several plaintiffs who chose to complain to the Equal Employment Opportunity Commission about the treatment from the company. While this it was where it all started, it has been four years since the original complaints were made and since then, the Equal Employment Opportunity Commission has actually turned this small case into something much bigger, as it is now considered a class action lawsuit, with nearly 200 employees of the Yellow Transportation Incorporation gathering together with one another, claiming they have been victims of discrimination and racism while in their place of work. The company has since agreed to settle the lawsuit for approximately \$11 million, which is surely a victory for the Equal Employment Opportunity Commission. While this particular case was surely a victory for the EEOC, the EEOC is now hoping that it will be able to help increase the number of settlement that are made while also spreading a very strong message to employers all around the nation, showing them how truly important it is to comply with the laws and regulations that have been put in place for employers and the way that employees are treated in the workplace. The EEOC has received praise for its work in helping to crack down on employers but some feel as though they have been overstepping their boundaries for quite some time now. There are also a lot of companies, Yellow Transportation Incorporation include, that feel as though it makes more sense to simply settle the lawsuit without having to admit they are guilty instead of going through the lengthy litigation process. A lawyer who represents many of the companies that have been sued by the EEOC, Gerald Maatman of Chicago, has recently said, "They've gotten every employer's attention." He has also said, "It's a commission that, under the Obama administration, has dramatically expanded its enforcement efforts to send a message to corporate America."