



U.S. Equal Employment Opportunity Commission

Press Release

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“Bark If You’re Dirty” Pet Store Sued for Sexual Harassment and Sex Discrimination

EEOC Charged Store with Harassment and Retaliation Against Female Employees

PHOENIX – Bark If You’re Dirty, an Arizona pet store with locations in Phoenix and Scottsdale, violated federal civil rights laws when it discriminated against employees because of sex, failed to prevent and remedy sexual harassment in its stores, and retaliated against employees who opposed the discriminatory and harassing conduct, the U.S. Equal Employment Opportunity Commission (EEOC) charged in a lawsuit filed today.

According to EEOC’s lawsuit, a male manager and a male employee at Bark If You’re Dirty subjected female employees to constant sexual harassment, including making inappropriate sexual comments about female customers and employees, physically touching female employees without their consent, showing female employees naked photos, and sexually propositioning female employees. Female employees complained about this harassment to management on multiple occasions, only for management to ignore the complaints and fail to take corrective action. Bark If You’re Dirty also retaliated against some female employees by terminating them after they complained about sexual harassment.

This alleged conduct violates Title VII of the Civil Rights Act of 1964, which prohibits sex discrimination, sexual harassment and retaliation against employees who oppose the harassment. The EEOC filed suit against Teetszinty, Teetszinty 2 and Teetszinty Holding, three limited liability companies formerly operating as Wag N' Wash and doing business as Bark If You're Dirty. The EEOC filed suit (*EEOC v. Teetszinty LLC, et. al.* Case No. 2:23-cv-02051-DLR) the U.S. District Court of Arizona after first attempting to reach a prelitigation settlement through its administrative conciliation process. The EEOC is seeking permanent injunctive relief prohibiting Bark If You're Dirty from discriminating against employees because of sex, harassment and retaliation in the future, lost wages, compensatory and punitive damages, and other relief.

“Sexual harassment is unacceptable and unfortunately continues to be prevalent in the workplace,” said EEOC Phoenix District Office Regional Attorney Mary Jo O’Neill. “When employees complain to their employer about sexual harassment, employers have an obligation to take immediate action to eliminate the misconduct from the workplace.”

Nancy Sienko, acting district director of the Phoenix District Office, said, “Title VII provides protection for employees who are subjected to discriminatory conduct, including sexual harassment and retaliation at work. Retaliation charges comprise over 50% of all EEOC charges.”

For more information about sexual harassment, visit: [**https://www.eeoc.gov/sexual-harassment**](https://www.eeoc.gov/sexual-harassment) ([**https://www.eeoc.gov/sexual-harassment**](https://www.eeoc.gov/sexual-harassment)). To learn more about retaliation: [**https://www.eeoc.gov/retaliation**](https://www.eeoc.gov/retaliation) ([**https://www.eeoc.gov/retaliation**](https://www.eeoc.gov/retaliation)).

The EEOC’s Phoenix District Office has jurisdiction over complaints in Arizona, Colorado, Utah, Wyoming and part of New Mexico.

The EEOC advances opportunities in the workplace by enforcing federal laws prohibiting employment discrimination. More information is available at [**www.eeoc.gov**](http://www.eeoc.gov) ([**http://www.eeoc.gov**](http://www.eeoc.gov)). Stay connected with the latest EEOC news by subscribing to our [**email updates**](https://public.govdelivery.com/accounts/USEEOC/subscriber/new) ([**https://public.govdelivery.com/accounts/USEEOC/subscriber/new**](https://public.govdelivery.com/accounts/USEEOC/subscriber/new)).