



**U.S. Equal Employment Opportunity Commission**

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**Press Release**

04-09-2024

# **BaronHR to Pay \$2.2 Million in EEOC Hiring Discrimination Lawsuit**

Temporary Staffing Company Resolves Federal Charges It Discriminated Against Workers Based on Race, National Origin, Sex and Disability

LOS ANGELES – Nationwide staffing agency BaronHR, LLC will pay \$2.2 million and enter a consent decree requiring extensive injunctive relief to settle a hiring discrimination lawsuit brought by the U.S. Equal Employment Opportunity Commission (EEOC) the federal agency announced today. The EEOC brought the lawsuit on behalf of a class of Black, Asian, white and other non-Hispanic workers, male and female workers, and workers with disabilities who were discriminated against in hiring.

The EEOC's lawsuit charged that since at least 2015, BaronHR failed to recruit and refer workers for low-skill positions based on their race (Black, Asian and white) and national origin (non-Hispanic), and illegally steered candidates to certain positions based on their sex. The lawsuit also said BaronHR screened out individuals with disabilities and perceived disabilities by only hiring and referring supposedly physically fit candidates with no history of injury.

Such alleged conduct violated Title VII of the Civil Rights Act of 1964 and the Americans with Disabilities Act, which prohibit discrimination in recruitment and

hiring based on race, national origin, sex and disability. The EEOC filed suit (EEOC v. Radiant Services Corp., BaronHR, LLC, *et al*), Case No. 2:22-cv-06517-GW-RAO) in U.S. District Court for the Central District of California after first attempting to reach a pre-litigation settlement through its administrative conciliation process.

“Protecting individuals seeking entry-level or temporary jobs from discrimination in recruitment and hiring is a key enforcement priority for the Commission as set forth in the EEOC’s most recent **strategic enforcement plan** (<https://eeoc.sharepoint.com/sites/OGCCaseFiles/2022L0051LOSA%20BARONHR/Press/Settlement/2024-03-13%20Radiant%20BaronHR%20press%20release.docx>),” said EEOC General Counsel Karla Gilbride. “Individuals seeking work through staffing agencies fall squarely within the category of vulnerable workers. The EEOC will continue to bring litigation where necessary to ensure that workers are not screened out and denied employment opportunities on the bases of race, national origin, sex or disability.”

The consent decree settling the suit, entered by U.S. District Judge George Wu on April 8, 2024, prohibits future discrimination in recruitment and hiring practices in addition to the monetary relief of \$2.2 million to be distributed through a claims process. It includes extensive injunctive remedies requiring BaronHR to change its employment practices to prevent future discriminatory hiring nationally. This includes hiring a third-party monitor, significant training and robust reporting mechanisms to ensure applicants and employees can report discrimination and updating the company’s anti-discrimination policies to prohibit discrimination in hiring. BaronHR said during court proceedings it is winding down its business operations; the decree requires BaronHR to implement the injunctive remedies should it open its doors again in the future.

A claims process will be set up to compensate workers who were denied employment opportunities based on race, national origin (Non-Hispanic), sex or disability. People interested in making a claim, should contact the EEOC at (213) 935-1940 or [BaronHRclass@eeoc.gov](mailto:BaronHRclass@eeoc.gov).

Anna Park, regional attorney for the EEOC’s Los Angeles District Office said, “Hiring discrimination remains a persistent problem in low-skill, low-wage industries. Employers need to take their responsibilities seriously to ensure all applicants receive employment opportunities regardless of race, national origin, sex, or disability.”

The EEOC prevents and remedies unlawful employment discrimination and advances equal opportunity for all. More information is available at [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).

## Recent Press Releases from the Los Angeles District Office

[EEOC Sues Meathead Movers for Age Discrimination \(https://www.eeoc.gov/newsroom/eeoc-sues-meathead-movers-age-discrimination\)](https://www.eeoc.gov/newsroom/eeoc-sues-meathead-movers-age-discrimination)

[Riverwalk Post-Acute Settles EEOC Racial Harassment and Retaliation Lawsuit \(https://www.eeoc.gov/newsroom/riverwalk-post-acute-settles-eeoc-racial-harassment-and-retaliation-lawsuit\)](https://www.eeoc.gov/newsroom/riverwalk-post-acute-settles-eeoc-racial-harassment-and-retaliation-lawsuit)

[Job Seekers Not Hired by Radiant Services in Gardena May Have Suffered Discrimination, EEOC Says \(https://www.eeoc.gov/newsroom/job-seekers-not-hired-radiant-services-gardena-may-have-suffered-discrimination-eeoc-says\)](https://www.eeoc.gov/newsroom/job-seekers-not-hired-radiant-services-gardena-may-have-suffered-discrimination-eeoc-says)

## Recent Press Releases on the Subject of National Origin

[Hobe Sound Nursing Home Operators to Pay \\$67,500 to Settle EEOC National Origin Discrimination Lawsuit \(https://www.eeoc.gov/newsroom/hobe-sound-nursing-home-operators-pay-67500-settle-eeoc-national-origin-discrimination\)](https://www.eeoc.gov/newsroom/hobe-sound-nursing-home-operators-pay-67500-settle-eeoc-national-origin-discrimination)

[Schuff Steel Company to Pay \\$500,000 to Settle EEOC Race and National Origin Lawsuit \(https://www.eeoc.gov/newsroom/schuff-steel-company-pay-500000-settle-eeoc-race-and-national-origin-lawsuit\)](https://www.eeoc.gov/newsroom/schuff-steel-company-pay-500000-settle-eeoc-race-and-national-origin-lawsuit)

[EEOC Sues Restaurant Chain for National Origin Discrimination \(https://www.eeoc.gov/newsroom/eeoc-sues-restaurant-chain-national-origin-discrimination\)](https://www.eeoc.gov/newsroom/eeoc-sues-restaurant-chain-national-origin-discrimination)

