



U.S. Equal Employment Opportunity Commission

Press Release

04-30-2024

Barrett Distribution Centers to Pay \$60,000 in EEOC Retaliation Suit

Distribution Center Settles Federal Charge That It Retaliated Against Employee After He Complained of National Origin Discrimination at Its Memphis Facility

MEMPHIS -- Barrett Distribution Centers, LLC will pay \$60,000 and furnish other relief to settle a U.S. Equal Employment Opportunity Commission (EEOC) lawsuit for unlawful retaliation against an employee, the federal agency announced today.

The EEOC suit alleged Barrett, along with Supreme Staffing, retaliated against a former employee by removing him and ultimately firing him because he spoke out about national origin discrimination at Barrett's Memphis facilities.

Such alleged conduct violated Title VII of the Civil Rights Act of 1964, which prohibits retaliation against those who complain about discrimination. The EEOC sued in U.S. District Court for the Western District of Tennessee, Western Division, EEOC v. Supreme Staffing, LLC and Barrett Distrib. Centers, LLC, 2:23-cv-02507-SHL-tmp, after first seeking to reach a pre-litigation settlement through its conciliation process.

The three-year consent decree settling the suit, entered by U.S. District Judge Sheryl Lipman, requires several actions from Barrett, including creation of an anti-retaliation policy and distribution to all staffing agencies it uses for temporary

workers. Barrett must also conduct annual training designed to prevent retaliation and provide semi-annual records to the Commission on any employee who complains about discrimination in placement, referral or selection.

“As retaliation claims continue to rise, we applaud those who are willing to bravely step up and report discriminatory treatment,” said Faye Williams, regional attorney for the EEOC’s Memphis District Office. “We also commend Barrett for its commitment to reaching an early resolution that will compensate the affected former employee as well as ensuring that all staffing agencies Barrett works with are aware of Barrett’s pledge to combat unlawful discrimination and retaliation in its workspace.”

Edmond Sims, Jr., acting district director of the Memphis District Office, said, “Memphis is one of the top distribution centers for America. It is important that employees know their federally protected rights and that they can freely report suspected violations free from fear of retaliation.”

For more information on retaliation, please visit [**https://www.eeoc.gov/retaliation**](https://www.eeoc.gov/retaliation) ([**https://www.eeoc.gov/retaliation**](https://www.eeoc.gov/retaliation)). For more information on national origin discrimination, please visit [**https://www.eeoc.gov/national-origin-discrimination**](https://www.eeoc.gov/national-origin-discrimination) ([**https://www.eeoc.gov/national-origin-discrimination**](https://www.eeoc.gov/national-origin-discrimination)).

The EEOC’s Memphis District Office has jurisdiction over Arkansas, Tennessee, and 17 counties in Northern Mississippi.

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**](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 Memphis District Office

[Amerigo Italian Restaurant Owner Companies Pay \\$60,000 in EEOC Discrimination Suit \(https://www.eeoc.gov/newsroom/amerigo-italian-restaurant-owner-companies-pay-60000-eeoc-discrimination-suit\)](https://www.eeoc.gov/newsroom/amerigo-italian-restaurant-owner-companies-pay-60000-eeoc-discrimination-suit)

Hospital Housekeeping Systems to Pay \$520,000 in EEOC Disability Discrimination Suit (<https://www.eeoc.gov/newsroom/hospital-housekeeping-systems-pay-520000-eeoc-disability-discrimination-suit>)

EEOC Sues Amerigo Restaurant for Sexual Orientation Discrimination and Retaliation (<https://www.eeoc.gov/newsroom/eeoc-sues-amerigo-restaurant-sexual-orientation-discrimination-and-retaliation>)

Recent Press Releases on the Subject of Race, National Origin

Liberty Energy to Pay \$265,000 in EEOC Discrimination Lawsuit (<https://www.eeoc.gov/newsroom/liberty-energy-pay-265000-eeoc-discrimination-lawsuit>)

Liberty Energy Pagará \$265.000 Dólares en una Demanda por Discriminación de la EEOC (<https://www.eeoc.gov/es/newsroom/liberty-energy-pagara-265000-dolares-en-una-demanda-por-discriminacion-de-la-eeoc>)

BaronHR to Pay \$2.2 Million in EEOC Hiring Discrimination Lawsuit (<https://www.eeoc.gov/newsroom/baronhr-pay-22-million-eeoc-hiring-discrimination-lawsuit>)