



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

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**Press Release**

06-22-2023

# **EEOC Sues Formel D USA, Inc. for Sex Discrimination and Retaliation**

Automotive Quality Control Company Failed to Protect Female Employee from Sexual Harassment and Retaliation, Federal Agency Charges

DETROIT – Formel D USA, Inc., an automotive quality control company with locations in Taylor, Michigan and Toledo, Ohio, violated federal law by maintaining a sexually hostile work environment at its Taylor location and retaliating against a female employee who complained of being sexually harassed by a male supervisor, the U.S. Equal Employment Opportunity Commission (EEOC) charged in a lawsuit filed today.

According to the EEOC’s lawsuit, shortly after the female employee was hired, her male supervisor began to make sexual advances toward her. During the months that followed, the supervisor’s sexual advances were constant. The employee rejected her supervisor’s advances and complained to a higher manager. No action was taken to address her complaints and the harassment continued. Because she rejected the supervisor and complained about the sexual advances, her hours were reduced, and she was eventually fired.

Such alleged conduct violates Title VII of the Civil Rights Act of 1964, which prohibits sexual harassment and retaliation for opposing sex discrimination. The EEOC filed

suit against Formel D in the U.S. District Court for the Eastern District of Michigan (Case No: 2:23-cv-11479), after first attempting to reach a voluntary pre-litigation settlement through its conciliation process. The EEOC is seeking back pay and compensatory and punitive damages for the female employee, as well as injunctive relief to prevent future discrimination.

“Allowing a supervisor to sexually harass his subordinate on a near daily basis and then punish her for rejecting his advances is unacceptable and unlawful behavior that violates basic employment civil rights laws,” said Diana Marin, trial attorney for the EEOC’s Detroit Field Office. “Formel D could have and should have done more to protect its female employee from sexual harassment and retaliation.”

The EEOC’s Indianapolis District Office oversees Michigan, Indiana, Kentucky, and parts of Ohio.

For more information on 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)).

The EEOC advances opportunity 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)).