



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

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**Press Release**

02-09-2024

# **Paramount Healthcare Consultants to Pay \$50,000 in EEOC Sex Discrimination and Retaliation Lawsuit**

Settles Federal Charges El Paso Care Center Retaliated Against Housekeeping Aide for Reporting Abuse

DALLAS – Paramount Healthcare Consultants, LLC, which operates nursing care facilities across Texas and Louisiana, will pay \$50,000 to settle a sex discrimination and retaliation lawsuit filed by the U.S. Equal Employment Opportunity Commission (EEOC), the federal agency announced today.

The EEOC's suit was filed against both Paramount and MPD Operators Nazareth Hall, LLC, who jointly managed the Nazareth Living Care Center in El Paso, Texas. According to the lawsuit, the administrator at the El Paso facility sexually harassed a female housekeeping aide by subjecting her to repeated, unwelcome sexual comments and forcible kissing.

The housekeeping aide reported the unwelcome touching to her male supervisor, who then elevated the sexual harassment complaint to human resources at the facility. However, in response to his complaint, management was dismissive and took no action.

According to the lawsuit, the defendant failed to conduct a credible investigation of the complaint and the facility administrator was never disciplined. Further, the administrator and human resources managers retaliated against both employees after the harassment. Ultimately, both employees were forced to quit, the EEOC said.

Such alleged conduct violates Title VII of the Civil Rights Act of 1964, which prohibits discrimination based on sex, and retaliation for complaining about it. The EEOC filed suit, Civil Action No. 3:23-cv-00359 in U.S. District Court for the Western District of Texas, El Paso Division, after first attempting to reach a pre-litigation settlement through its conciliation process.

Under the three-year consent decree settling the suit, in addition to monetary relief for the victims, Paramount will revise its anti-harassment policy to provide an improved complaint and response procedure in its Texas facilities. Paramount will also provide training to educate Texas-based human resources staff and facility administrators about sexual harassment and the rights and responsibilities of employees and management alike. To ensure that all employees regardless of their English-language proficiency understand their rights, Paramount must also post and distribute a notice in both English and Spanish to all Texas-based employees.

“The housekeeping aide and her supervisor were at work, doing their jobs and trying to earn a daily living,” said EEOC Assistant Regional Attorney Suzanne Anderson. “The administrator and the human resources managers acted irresponsibly in harassing the housekeeping aide and then retaliating against her and her supervisor. The EEOC was pleased to get relief for them after what they had endured in the workplace.”

Adriana Rodriguez, trial attorney in the EEOC’s San Antonio office, said, “Sexual harassment and retaliation remain serious issues for vulnerable workers subject to power imbalances in U.S. workplaces. Employers should adopt and implement anti-discriminatory policies and practices as well as ensure that their human resources and management staff are effectively trained to prevent and respond to discrimination under federal law.”

For more information on sexual harassment, please visit <https://www.eeoc.gov/sexual-harassment> (<https://gcc02.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.eeoc.gov%2Fsexual-harassment&data=05%7C02%7CERICK.GUTIERREZ%40EEOC.GOV%7Cbcd94d>)

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## Recent Press Releases from the Dallas District Office

**[Autos of Dallas Settles EEOC Race Discrimination Suit](https://www.eeoc.gov/newsroom/autos-dallas-settles-eeoc-race-discrimination-suit)** (**<https://www.eeoc.gov/newsroom/autos-dallas-settles-eeoc-race-discrimination-suit>**)

**[EEOC Sues South Austin Nissan and NICPA Central Auto Group for Sexual Harassment \(https://www.eeoc.gov/newsroom/eeoc-sues-south-austin-nissan-and-nicpa-central-auto-group-sexual-harassment\)](https://www.eeoc.gov/newsroom/eeoc-sues-south-austin-nissan-and-nicpa-central-auto-group-sexual-harassment)**

**[Prosper Chili's Grill and Bar to Settle EEOC Sexual Harassment Lawsuit \(https://www.eeoc.gov/newsroom/prosper-chilis-grill-and-bar-settle-eeoc-sexual-harassment-lawsuit\)](https://www.eeoc.gov/newsroom/prosper-chilis-grill-and-bar-settle-eeoc-sexual-harassment-lawsuit)**

## **Recent Press Releases on the Subject of Sexual Harassment**

**[Walmart to Pay \\$30,000 to Settle EEOC Sexual Harassment Suit \(https://www.eeoc.gov/newsroom/walmart-pay-30000-settle-eeoc-sexual-harassment-suit\)](https://www.eeoc.gov/newsroom/walmart-pay-30000-settle-eeoc-sexual-harassment-suit)**

**[EEOC Sues Shane's Rib Shack Franchisee for Sexual Harassment and Retaliation \(https://www.eeoc.gov/newsroom/eeoc-sues-shanes-rib-shack-franchisee-sexual-harassment-and-retaliation\)](https://www.eeoc.gov/newsroom/eeoc-sues-shanes-rib-shack-franchisee-sexual-harassment-and-retaliation)**

**[EEOC Encourages Victims of Sexual Harassment at Local Swami's Restaurants to Come Forward \(https://www.eeoc.gov/newsroom/eeoc-encourages-victims-sexual-harassment-local-swamis-restaurants-come-forward\)](https://www.eeoc.gov/newsroom/eeoc-encourages-victims-sexual-harassment-local-swamis-restaurants-come-forward)**