



U.S. Equal Employment Opportunity Commission

Press Release

10-26-2023

EEOC and Tapco Agree to Conciliate Discrimination Charge

ST. LOUIS – Tapco Inc, a manufacturer and molder of farm equipment in Bridgeton, Missouri, agreed to conciliate two federal discrimination charges alleging sexual harassment and constructive discharge with the U.S. Equal Employment Opportunity Commission (EEOC), the agency announced today.

According to the charges, an employee with Tapco sexually harassed two female employees.

They complained to managers, but believed their complaints were not adequately addressed and eventually resigned. The female employees also alleged that they were unlawfully retaliated against for complaining about sexual harassment.

The EEOC investigated the allegations and found reasonable cause to believe that Tapco Inc violated Title VII of the Civil Rights Act of 1964, as amended, which prohibits sexual harassment in the workplace and retaliation for complaining about sexual harassment to their employer.

Without admitting liability, Tapco entered into a conciliation agreement with the EEOC; according to the agreement, the company will pay one former employee \$46,750 and the other former employee \$34,750. Additionally, Tapco agreed to continue to not discriminate or retaliate against employees on the basis of sex,

distribute company policies and procedures related to workplace harassment, and conduct annual training for all employees and managers. The company will also post a notice to all employees about their rights under Title VII. The EEOC will monitor compliance with the agreement.

“With the successful conciliation of these charges of discrimination, we were able to further the EEOC’s mission to prevent and remedy unlawful employment discrimination and advance equal opportunity for all in the workplace,” said EEOC St. Louis District Director David Davis.

For more information on sexual harassment, please visit <https://www.eeoc.gov/sexual-harassment> (<https://www.eeoc.gov/sexual-harassment>). For more information on retaliation, please visit <https://www.eeoc.gov/retaliation> (<http://www.eeoc.gov/retaliation>).

The EEOC’s St. Louis District Office has jurisdiction over Kansas, Missouri, Nebraska, and Oklahoma and several counties in Illinois.

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/>) 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).