



Technical State University ("University"), has discriminated against Tasha Murray ("Murray"), who is employed as a Telecommunicator in the University's Department of Police and Public Safety ("DPPS"), and Mattie Smith ("Smith"), who was formerly employed as a Telecommunicator in the University's DPPS, on the basis of their sex, female, in violation of Section 703(a) of Title VII of the Civil Rights Act of 1964, as amended, 42 U.S.C. § 2000e-2(a), by subjecting Murray and Smith to sexual harassment that included:

- (a) creating or maintaining a hostile work environment based on sex that adversely affected the terms, conditions, and privileges of Murray and Smith's employment;
- (b) failing or refusing to take appropriate action to remedy the effects of the discriminatory treatment of Murray and Smith.

6. The Equal Employment Opportunity Commission ("EEOC") received a timely charge of discrimination against the University filed by Murray (Charge Number 145-2005-01844) on September 19, 2005, in which she alleged that she was discriminated against in employment because of her sex, female, by being subjected to sexual harassment.

7. The Equal Employment Opportunity Commission ("EEOC") received a timely charge of discrimination against the University filed by Smith (Charge Number 145-2006-00150) on January 9, 2006, in which she alleged that she was discriminated

against in employment because of, *inter alia*, her sex, female, by being subjected to sexual harassment.

8. Pursuant to Section 706 of Title VII of the Civil Rights Act of 1964, as amended, 42 U.S.C. § 2000e-5, the EEOC investigated the charges of discrimination filed by Murray and Smith, determined the evidence established that Murray and Smith were sexually harassed by a male supervisor and that the University failed to take reasonable steps to prevent and promptly correct the harassment, attempted unsuccessfully to achieve through conciliation a voluntary resolution of the charges, and subsequently referred the matter to the U.S. Department of Justice.

9. All conditions precedent to the filing of suit have been performed or have occurred.

WHEREFORE, Plaintiff United States prays that the Court grant the following relief:

- (a) Enjoin Defendant from failing or refusing to take appropriate nondiscriminatory measures to overcome the effects of the discrimination, including the implementation of an effective program to address and prevent sexual harassment against employees in the University's Department of Police and Public Safety;
- (b) Award compensatory damages to Murray and Smith as would fully compensate them for the pain and suffering caused by Defendant's

discriminatory conduct as alleged in this Complaint, pursuant to and within the statutory limitations of Section 102 of the Civil Rights Act of 1991, 42 U.S.C. § 1981a;

- (c) Award such additional relief as justice may require, together with Plaintiff's costs and disbursements in this action.

JURY DEMAND

The United States hereby demands a trial by jury of all issues so triable pursuant to Rule 38 of the Federal Rules of Civil Procedure and Section 102 of the Civil Rights Act of 1991, 42 U.S.C. § 1981a.

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