

11.10: Case Study: EEOC County of Fresno to Pay \$50,000 to Settle Race and Age Discrimination Charges

County Failed to Promote Older Black Employee, Federal Agency Charged

FRESNO, Calif. – The County of Fresno will pay \$50,000 and will provide other injunctive relief to settle a federal charge of race and age discrimination filed with the U.S. Equal Employment Opportunity Commission (EEOC), the federal agency announced today.

According to the EEOC, the County of Fresno’s Department of Human Resources did not promote a qualified older black employee for two promotional opportunities.

The EEOC investigated the allegations and found reasonable cause to believe the County of Fresno violated Title VII of the Civil Rights Act of 1964 and the Age Discrimination in Employment Act of 1967 (ADEA). This resolution was attained through the EEOC’s voluntary pre-litigation administrative conciliation process.

Without admitting liability, the County of Fresno agreed to enter a two-year conciliation agreement with the EEOC. In addition to the monetary relief for the employee, the county will require its employees in the department of human resources to complete anti-discrimination training with a focus on Title VII and the ADEA.

“Taking into account a person’s race or age when making employment-based decisions, has no place in today’s workforce,” said Patricia Kane, acting director of the EEOC’s Fresno Local Office. “We commend the County of Fresno for resolving this charge and for putting in place measures that will have a positive impact throughout the entire human resources department within the county.”

The EEOC advances opportunity in the workplace by enforcing federal laws prohibiting employment discrimination. More information is available at www.eeoc.gov/racecolor-discrimination.

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