

# DFEH News Brief

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## **BATH & BODY WORKS PAYS EMPLOYEE \$70,000 TO SETTLE SEXUAL ORIENTATION HARASSMENT CASE**

**ELK GROVE, CA** -- The California Department of Fair Employment and Housing (DFEH) today announced the \$70,000 settlement of a workplace sexual orientation harassment case against Limited Brands Store Operations, Inc., and Bath & Body Works, LLC. A manager of a Bath & Body Works was accused of harassing her co-manager because of his sexual orientation.

The DFEH filed an accusation with the Fair Employment and Housing Commission after investigating a complaint from the co-manager, who began working at Bath & Body Works in August 2007. The complainant claimed that from his first day on the job, his female supervisor referred to him multiple times a day using slurs based on his sexual orientation, drew pictures of male genitals, which she hung in the store's back room, told his co-workers that he liked kissing boys, and falsely claimed that his attitude was affecting the work environment. The Department's accusation further alleged that, although another store manager witnessed the harassment and the employee complained to the district manager, Bath & Body Works failed to stop the harassment, ultimately forcing the complainant to quit.

"The Department of Fair Employment and Housing takes great pride in leading the enforcement of California's civil rights laws," said DFEH Director Phyllis Cheng. "This compelling case should remind employers that they must have policies in place to prohibit discrimination and harassment against employees—and employ managers who can enforce those policies."

As part of the \$70,000 settlement, Bath & Body Works, LLC agreed to provide discrimination and harassment prevention training to its supervisors and managers, provide training to all new hires within 60 business days of hire, display posters informing employees of their right to report discrimination to the DFEH, and retain copies of all complaints of discrimination and harassment made by employees alleging a violation of the Fair Employment and Housing Act. Bath & Body Works did not admit to any liability in the agreement to settle.

*The mission of the DFEH is to protect the people of California from unlawful discrimination in employment, housing and public accommodations and from hate violence. For more information, visit the Department's Web site at [www.dfeh.ca.gov](http://www.dfeh.ca.gov).*

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