

Racial Discrimination and Harassment, Whistleblower

Duke v. Matheson Trucking

\$15M Verdict

2011, Denver, CO

Synopsis: Six black plaintiffs claimed they were regularly segregated from workers of other races (made to work on their own side of the workplace), placed on furlough because of their race, had their hours reduced because of their race, and were often and repeated;u referred to with racial slurs such as “lazy, stupid Africans,” “dirty,” and the “N-word.” One plaintiff alleged he was retaliated against for complaining of racist practices against black employees. The company denied all charges, asserting it does not tolerate racial discrimination or racial slurs, and that it treats all races, genders, and cultures with equal respect. The jury agreed with the plaintiffs.

GHR could have helped detect, prevent, and resolve this!

- With multiple victims, and at least one non-victim witness, racist conduct and inappropriate language would have been reported immediately and from multiple sources.
- Management would have learned of the bad conduct from the reports, been able to address it promptly, and from there resolve the current issues and prevent future problems.
- Knowing that victims and witnesses would be required to report racist conduct each week, bad actors would either cease their misconduct or find themselves promptly disciplined.
- If no racist comments or misconduct were occurring, the Glasshouse Report would have helped the company to defend itself and prove its case in court.
- At \$3 per employee per month, GHR would have been well worth the investment to deter, resolve, and prevent this type of situation.