

Racial Discrimination

Bakhit and Miles v. Safety Marketing, Inc.

\$3.4M Verdict

2016, New Haven, CT

Synopsis: Two men, one Sudanese-American who is Muslim, and one African-American, testified that they endured years of racist abuse and discrimination. The company denied the charges. The jury agreed with the plaintiffs, and awarded damages plus punitive damages.

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

- With The Glasshouse Report, the victims would have been required to report each week any racist, abusive, or discriminatory conduct they experienced.
- All employees who witnessed any such misconduct would also have reported the details of what they observed.
- If the victims or witnesses reported any incidents, the designated Human Resources personnel would have learned of the misconduct immediately, and could have acted proactively to resolve the situation and prevent any future problems.
- If the victims and other employees submitted weekly reports indicating they experienced and witnessed no incidents, this would have been powerful evidence for 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.