

# Terminating Employee for Complaining About Harassment Not OK

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ORANGE COUNTY, CALIFORNIA,  
UNITED STATES, May 18, 2015

**John A. DeMarr P.I.**  
PRIVATE INVESTIGATORS

Orange County Private Investigator

/EINPresswire.com/ -- A jury awarded more than \$1.5 million in a lawsuit where three women, despite never making formal complaints, asked their supervisor to stop behavior they felt was sexual harassment. Each of them, along with a male co-worker who also found the behavior offensive, was terminated, but only one of the women was fired by the harassing supervisor. The remaining three received negative performance reviews, and official decisions to end their employment were made by other parties.



Investigating the facts behind the scenes can play a key role in the litigation of employment cases. And in these cases, nothing trumps experience...

*John A. DeMarr, P.I.*

After filing with the Equality Employment Opportunity Commission, the four filed a lawsuit that resulted in a jury award of over 1.5 million dollars in compensatory and punitive damages. The employer appealed, and the Sixth District U.S. Court of Appeals affirmed the award. The court, in extending Title VII protection of employees from formal complaints of unlawful practices to simple acts such as just “telling a supervisor to stop the conduct.” EEOC v. New Breed

Logistics, No. 13-6250, 2015 BL 114197, (6th Cir. Apr. 22, 2015)

Title VII, 42 U.S.C. §2000e-3(a) (Opposition Clause) states that it is unlawful for any employer to discriminate against an employee who has “opposed” a practice, which is an unlawful employment practice. Previous interpretations of Title VII had generally only viewed making a formal complaint, as being protected from retaliation. The appeals court endorsed the trial court’s decision that protected conduct that “can be as simple as telling a supervisor to stop.” Additionally, even though three claimants were terminated by others, the court extended liability for all four terminations since the harassing supervisor was “the driving force behind the employment action.”

“Investigating the facts behind the scenes can play a key role in the litigation of employment cases. And in these cases, nothing trumps experience”, says John A. DeMarr, P.I., a licensed [California private investigator](#) since 1985 and president of John A DeMarr Private Investigators. “Our 30 years of experience makes all the difference in the level of service and the innovative approaches we can offer our clients. Our proven expertise results in a positive outcome where other process servers or private investigation firms often fail.”

John A. DeMarr, a well-known [Orange County Private Investigator](#), has consistently provided innovative [process service](#) and private investigation services over thirty years of experience – always reasonably priced, and always within the bounds of applicable law. Courts have upheld DeMarr’s

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John A. DeMarr, Private Investigator's expertise provides important new tools for creditors owed money; for financial institutions and insurance companies; and, perhaps most importantly, to injured plaintiffs across the globe.

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