

Briefly

EEOC resolves local discrimination suit

Milton resident Doug Marshall-Steele had a welcome Christmas gift, as the U.S. Equal Employment Opportunity Commission (EEOC) announced, Dec. 21, a \$50,000 settlement in his discrimination lawsuit against Nanticoke Health Services of Seaford.

Marshall-Steele, a registered nurse, had filed the lawsuit last March, charging that Nanticoke had violated sections of Title VII of the Civil Rights Act of 1964 when it terminated his employment in retaliation for his opposition to sexual harassment of nurses by a Nanticoke Health Services doctor.

The federal statute makes it illegal to deny a person equal employment opportunity because of race, color, religion, sex or national origin. It also ensures work environments for employees that are free from retaliation for filing discrimination charges.

EEOC acted as plaintiff against Nanticoke Health Services for the civil action brought before U.S. District Court for the District of Delaware. In announcing the settlement, EEOC attorneys and Nanticoke attorneys issued a joint press release defining the settlement terms.

The settlement notes that Nanticoke "categorically denies the allegations and entered into the settlement to avoid the delays, costs and disruptions involved in defense of the suit."

The settlement includes a \$50,000 payment to Marshall-Steele and an agreement that Nanticoke continue its annual Equal Employment Opportunity training program provided by an approved outside vendor. Nanticoke will also post a notice at its hospital restating its commitment to equal employment opportunity.

"I am happy whenever civil rights can be advanced," said Marshall-Steele following the settlement. "And I anticipate the day in Delaware and the nation when employment justice will be equalized for all of us, regardless of race, gender or sexual orientation."