

Sexual Harassment: Court Upholds Jury's Verdict.

A jury in the US District Court for the Southern District of New York awarded a verdict of \$1,124,183 for a nurse practitioner from her former employer, a drug and alcohol rehab center.

Nurse Practitioner Was Not the Victim Assisted Coworker With Her Complaint

The nurse practitioner became the target of reprisals from her supervisor, the facility's medical director and from the facility's director of psychiatry after she provided a written statement to a female nurse co-worker to corroborate that the director of psychiatry was sexually harassing the co-worker.

Reprisals from the two physicians took the form of unfounded complaints against the nurse practitioner to the state office of professional discipline, unjustified on-the-job disciplinary write-ups and, finally, her termination.

An employee cannot be subjected to retaliation for filing a complaint of sexual harassment.

An employee cannot be subjected to retaliation for complaining about another employee being sexually harassed or for assisting another employee in prosecuting her own complaint of sexual harassment.

UNITED STATES DISTRICT COURT
NEW YORK
January 15, 2010

The jury awarded more than \$400,000 for lost income. The rest of the verdict was for mental anguish and emotional distress and punitive damages. The Court did have to discount the punitive damages to \$200,000, the maximum allowed by Title VII of the US Civil Rights Act. Mugavero v. Arms Acres, Inc., ___ F. Supp. 2d ___, 2010 WL 157490 (S.D.N.Y., January 15, 2010).