



**U.S. Equal Employment Opportunity Commission**

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**Press Release**

04-30-2024

# **Liberty Energy to Pay \$265,000 in EEOC Discrimination Lawsuit**

Settles Federal Agency Charges Company Subjected Black and Hispanic Field Mechanics to Harassment

ODESSA, Texas – Liberty Energy, Inc. doing business as Liberty Oilfield Services, LLC, will pay \$265,000 to settle a race and national origin discrimination lawsuit brought on behalf of three mechanics by the U.S. Equal Employment Opportunity Commission (EEOC), the federal agency announced today.

According to the lawsuit, a Black field mechanic and two Hispanic co-workers at Liberty Energy’s Odessa, Texas location were subjected to a hostile environment and referred to in derogatory terms, including use of the N-word and other slurs such as “beaner” and “wetback.” Liberty Energy is an oilfield service firm offering technologies to onshore oil and natural gas exploration across North America. The employees alleged that they made reports to supervisors, management, and human resources about the discriminatory treatment, but no effective corrective or remedial action was taken by the company.

The EEOC’s suit charged that after making his report, the Black mechanic was forced by management to perform undesirable work tasks and was isolated by his peers. With no meaningful action by company management to change the

workplace atmosphere and the discriminatory assignments that followed his complaint, he was ultimately left no alternative but to resign.

The alleged conduct violated Title VII of the Civil Rights Act of 1964, which prohibits discrimination based on race and national origin. The EEOC filed suit, Civil Action No. 7:23-cv-00100, in U.S. District Court for the Western District of Texas, Midland-Odessa Division, after first attempting to reach a pre-litigation settlement through its conciliation process.

Under the two-year consent decree resolving the suit, in addition to monetary relief for the employees, Liberty Energy will adopt and distribute a policy for all human resources and management personnel to effectively respond to reports to discrimination; post a notice in the workplace informing employees of the settlement; adopt and develop a 1-800 hotline for reporting acts of discrimination and/or harassment; and provide specialized training to employees on the federal laws that prohibit employment discrimination, including Title VII.

“The EEOC is pleased that a settlement could be reached in this case without the necessity of further litigation,” said EEOC Senior Trial Attorney Joel Clark. “We are hopeful that the training and other requirements agreed to in this consent decree will foster a workplace free of discrimination going forward.”

Regional Attorney Robert Canino said, “Unfortunately, we have often seen cases in which one account of discriminatory treatment against a person based on a particular race or ethnicity leads to evidence that other racial or ethnic minorities have also been caught up in a broader unhealthy environment of demeaning and unlawful conduct. This employer’s commitment to address the bigger-picture issues can be expected to have a broader positive impact beyond the individual who filed the charge.”

For more information on race discrimination, visit: <https://www.eeoc.gov/racecolor-discrimination> (<https://www.eeoc.gov/racecolor-discrimination>). For more information on harassment, visit: <https://www.eeoc.gov/harassment> (<https://www.eeoc.gov/harassment>).

The EEOC advances opportunity in the workplace by enforcing federal laws prohibiting employment discrimination. More information is available at [www.eeoc.gov](http://www.eeoc.gov) (<http://www.eeoc.gov>). Stay connected with the latest EEOC news by subscribing to our [email updates](https://public.govdelivery.com/) (<https://public.govdelivery.com/>

[accounts/USEEOC/subscriber/new](#)).

## Recent Press Releases from the Dallas District Office

**[Cavco Industries, Palm Harbor Homes and Palm Harbor Villages to Pay \\$135,000 to Settle EEOC Race Discrimination Lawsuit \(https://www.eeoc.gov/newsroom/cavco-industries-palm-harbor-homes-and-palm-harbor-villages-pay-135000-settle-eeoc-race\)](#)**

**[Quest Diagnostics Settles EEOC Religious Discrimination Suit \(https://www.eeoc.gov/newsroom/quest-diagnostics-settles-eeoc-religious-discrimination-suit\)](#)**

**[Pete's Car Smart to Pay \\$145,000 to Settle EEOC Age and Disability Discrimination Suit \(https://www.eeoc.gov/newsroom/petes-car-smart-pay-145000-settle-eeoc-age-and-disability-discrimination-suit\)](#)**

## Recent Press Releases on the Subject of Race

**[DHL to Pay \\$8.7 Million in EEOC Race Discrimination Lawsuit \(https://www.eeoc.gov/newsroom/dhl-pay-87-million-eeoc-race-discrimination-lawsuit\)](#)**

**[EEOC Sues Sureste Property Group for Race Discrimination \(https://www.eeoc.gov/newsroom/eeoc-sues-sureste-property-group-race-discrimination\)](#)**

**[EEOC Sues Sheetz, Inc. For Racially Discriminatory Hiring Practice \(https://www.eeoc.gov/newsroom/eeoc-sues-sheetz-inc-racially-discriminatory-hiring-practice\)](#)**