



U.S. Equal Employment Opportunity Commission

Press Release

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Savage River Lodge Pays \$150,000 in EEOC Discrimination and Retaliation Suit

Hospitality Companies Settle Federal Charges That They Discriminated Against Pregnant Worker and Then Fired Her

BALTIMORE – Savage River Lodge, LLC and Little Crossings, LLC, doing business as Fronterra Resources (collectively referred to as Savage River Lodge), will pay \$150,000 and furnish significant equitable relief to settle federal charges that they discriminated against an employee because of her pregnancy and then fired her.

The Frostburg, Maryland business offers cabins for rent and operates a restaurant for lodge guests, according to the lawsuit filed by the U.S. Equal Employment Opportunity Commission (EEOC). The companies named in the lawsuit also operate a café and other facilities in Grantsville, Maryland.

In its lawsuit, the EEOC sought relief for Jessica Cook, an employee who worked at the Savage River Lodge as a guest services representative beginning in October 2019. According to the EEOC's lawsuit, Savage River Lodge discriminated and retaliated against Cook by failing to provide her with accommodations that she needed due to her pregnancy and firing her days after she disclosed having suffered

a miscarriage.

Such alleged conduct violated the Americans with Disabilities Act (ADA) and Title VII of the Civil Rights Act of 1964, which prohibit disability discrimination, pregnancy discrimination and retaliation.

The EEOC filed the lawsuit against Savage River Lodge in U.S. District Court for the District of Maryland (EEOC v. Savage River Lodge, LLC., et al, 1-23-cv-02510-GLR), after first attempting to reach a pre-litigation settlement through its administrative process.

According to the consent decree resolving the EEOC's lawsuit, in addition to the monetary relief, Savage River Lodge provided Cook with an apology. The company will confirm that she is eligible for rehire and is recommended for any job related to her former position at Savage River Lodge. The decree also enjoins Savage River Lodge from discriminating and retaliating against employees in the future.

The company will provide for specialized training on perinatal bereavement care and trauma-informed care aimed at educating the workforce about pregnancy loss, reducing stigmatizing behavior regarding pregnancy loss, and protecting those who have experienced pregnancy loss from discrimination. Periodic reporting to the EEOC and agency monitoring were also ordered.

"We commend Jessica Cook for her bravery in challenging this employer's conduct and for entrusting the EEOC with remedying the violations of her civil rights," said Debra Lawrence, regional attorney of the EEOC's Philadelphia District Office. "Employers who fail to comply with federal laws prohibiting employment discrimination and retaliation must be held accountable."

James Swan, supervisory investigator at the EEOC's Baltimore Field Office, added, "The EEOC is committed to ensuring that employers comply with federal anti-discrimination laws, including fulfilling their obligations to accommodate pregnant workers."

The EEOC's Philadelphia District Office has jurisdiction over Pennsylvania, Maryland, Delaware, West Virginia and parts of New Jersey and Ohio. EEOC attorneys in the Philadelphia District also litigate violations of employment laws the agency enforces in Washington, D.C. and parts of Virginia.

The EEOC prevents and remedies unlawful employment discrimination and

advances equal opportunity for all. More information is available at www.eeoc.gov (<http://www.eeoc.gov>). Stay connected with the latest EEOC news by subscribing to our [email updates \(https://public.govdelivery.com/accounts/USEEOC/subscriber/new\)](https://public.govdelivery.com/accounts/USEEOC/subscriber/new).

Recent Press Releases from the Baltimore Field Office

[EEOC Sues Maryland Hotel Lodge for Pregnancy and Disability Discrimination \(https://www.eeoc.gov/newsroom/eeoc-sues-maryland-hotel-lodge-pregnancy-and-disability-discrimination\)](https://www.eeoc.gov/newsroom/eeoc-sues-maryland-hotel-lodge-pregnancy-and-disability-discrimination)

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

[Golden Entertainment, Inc. To Pay \\$100,000 To Settle EEOC Sexual Harassment Lawsuit \(https://www.eeoc.gov/newsroom/golden-entertainment-inc-pay-100000-settle-eeoc-sexual-harassment-lawsuit\)](https://www.eeoc.gov/newsroom/golden-entertainment-inc-pay-100000-settle-eeoc-sexual-harassment-lawsuit)

Recent Press Releases on the Subject of Pregnancy, Disability, Retaliation

[EEOC Sues Maryland Hotel Lodge for Pregnancy and Disability Discrimination \(https://www.eeoc.gov/newsroom/eeoc-sues-maryland-hotel-lodge-pregnancy-and-disability-discrimination\)](https://www.eeoc.gov/newsroom/eeoc-sues-maryland-hotel-lodge-pregnancy-and-disability-discrimination)

[EEOC Issues Final Regulation on Pregnant Workers Fairness Act \(https://www.eeoc.gov/newsroom/eeoc-issues-final-regulation-pregnant-workers-fairness-act\)](https://www.eeoc.gov/newsroom/eeoc-issues-final-regulation-pregnant-workers-fairness-act)

[La EEOC Emite un Reglamento Final Sobre la Ley de Igualdad para las Trabajadoras Embarazadas \(https://www.eeoc.gov/es/newsroom/la-eeoc-emite-un-reglamento-final-sobre-la-ley-de-igualdad-para-las-trabajadoras\)](https://www.eeoc.gov/es/newsroom/la-eeoc-emite-un-reglamento-final-sobre-la-ley-de-igualdad-para-las-trabajadoras)

