



U.S. Equal Employment Opportunity Commission

Press Release

05-16-2024

TCI Of Alabama to Pay \$90,000 to Settle Retaliation Lawsuit

Federal Agency Charged Alabama Recycler Terminated Employee for Telling the Truth About Discriminatory Hiring Practices

BIRMINGHAM, Ala. –TCI of Alabama, LLC, a recycling, removal, disposal and repair company, will pay \$90,000 and provide other relief to settle a U.S. Equal Employment Opportunity Commission (EEOC) retaliation lawsuit, the federal agency announced today.

The EEOC charged that TCI violated federal law by terminating an employee for participating in an internal investigation about a charge filed with the EEOC alleging that TCI's hiring practices discriminated against females. The employee who was retaliated against had been with TCI for 28 years. Such alleged conduct violates the anti-retaliation provision of Title VII of the Civil Rights Act of 1964, which prohibits firing an employee because they engage in protected activity by opposing discrimination or participating in an investigation about a charge. The EEOC filed suit (EEOC v. TCI of Alabama, LLC) in the Northern District of Alabama Case No. 4:23-cv-1200-CLM.

According to the EEOC's complaint, after a female job applicant filed a charge of discrimination with the EEOC, TCI interviewed a long-time management employee

about its hiring practices. The manager told the company's investigator that TCI had a practice of not hiring female laborers, which dated back to when the company first opened in 2007. The EEOC alleges that after the manager told the truth about TCI's discriminatory policy, TCI's president repeatedly pressured him to "change his story." When the manager refused to recant, TCI terminated him.

Under the three-year consent decree resolving the lawsuit, TCI will pay \$90,000 in monetary damages to the employee it terminated; adopt and distribute an anti-retaliation policy to its employees and all staffing agencies it utilizes; post a notice to employees about the settlement; and provide annual, mandatory training to owners, managers, and employees on the protections of Title VII for employees and applicants.

"Title VII protects employees from retaliation when they participate in their employer's internal investigation into allegations of discrimination or otherwise oppose illegal discriminatory hiring practices," said EEOC Birmingham District Director Bradley Anderson.

Marsha Rucker, regional attorney for the EEOC's Birmingham District said, "Employees willing to stand up against discrimination by telling the truth about illegal practices by their employer are protected by law. The EEOC will aggressively pursue remedies for individuals whose employers retaliate against for exercising their rights under Title VII."

For more information on retaliation, please visit [**https://www.eeoc.gov/retaliation**](https://www.eeoc.gov/retaliation) ([**https://www.eeoc.gov/retaliation**](https://www.eeoc.gov/retaliation)).

The EEOC's Birmingham District Office has jurisdiction over Alabama, Mississippi (except 17 northern counties) and the Florida Panhandle.

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) ([**http://www.eeoc.gov**](http://www.eeoc.gov)). Stay connected with the latest EEOC news by subscribing to our [**email updates \(https://public.govdelivery.com/accounts/USEEOC/subscriber/new\)**](https://public.govdelivery.com/accounts/USEEOC/subscriber/new).

Recent Press Releases from the Birmingham District Office

[Chipotle to Pay \\$50,000 in EEOC Sexual Harassment Case \(https://www.eeoc.gov/newsroom/chipotle-pay-50000-eeoc-sexual-harassment-case\)](https://www.eeoc.gov/newsroom/chipotle-pay-50000-eeoc-sexual-harassment-case)

[Erie Construction to Pay \\$99,000 to Settle EEOC Sex Discrimination and Retaliation Suit \(https://www.eeoc.gov/newsroom/erie-construction-pay-99000-settle-eeoc-sex-discrimination-and-retaliation-suit\)](https://www.eeoc.gov/newsroom/erie-construction-pay-99000-settle-eeoc-sex-discrimination-and-retaliation-suit)

[Gregg Orr Auto to Pay \\$325,000 to Resolve Disability and Age Discrimination Lawsuit \(https://www.eeoc.gov/newsroom/gregg-orr-auto-pay-325000-resolve-disability-and-age-discrimination-lawsuit\)](https://www.eeoc.gov/newsroom/gregg-orr-auto-pay-325000-resolve-disability-and-age-discrimination-lawsuit)

Recent Press Releases on the Subject of Sexual Harassment, Retaliation

[Pacific Culinary and CB Foods to Pay \\$245,000 in EEOC Sexual Harassment and Retaliation Lawsuit \(https://www.eeoc.gov/newsroom/pacific-culinary-and-cb-foods-pay-245000-eeoc-sexual-harassment-and-retaliation-lawsuit\)](https://www.eeoc.gov/newsroom/pacific-culinary-and-cb-foods-pay-245000-eeoc-sexual-harassment-and-retaliation-lawsuit)

[The Cleaning Authority-Fox Valley to Pay \\$200,000 to Settle EEOC Sexual Harassment and Retaliation Lawsuit \(https://www.eeoc.gov/newsroom/cleaning-authority-fox-valley-pay-200000-settle-eeoc-sexual-harassment-and-retaliation\)](https://www.eeoc.gov/newsroom/cleaning-authority-fox-valley-pay-200000-settle-eeoc-sexual-harassment-and-retaliation)

[La Autoridad de Limpieza-Fox Valley pagará \\$200,000 Para Resolver la Demanda de Represalias y Acoso Sexual de la EEOC \(https://www.eeoc.gov/es/newsroom/la-autoridad-de-limpieza-fox-valley-pagara-200000-para-resolver-la-demanda-de-represalias\)](https://www.eeoc.gov/es/newsroom/la-autoridad-de-limpieza-fox-valley-pagara-200000-para-resolver-la-demanda-de-represalias)