

Art and Cultural Organizations: What Could Go Wrong?

A security guard employed by a museum asserted he was sexually harassed by a female employee. He claimed he was terminated shortly after making the complaint. A key witness for the defense was leaving employment on unrelated, but less than favorable terms, making the resolution of the matter necessary. The case settled for **\$17,000** and the incurred costs of defense were **\$27,000**.

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The former Director of a library filed suit for alleged breach of employment contract and unpaid wages and filed an administrative charge for alleged race discrimination. The matter settled for **\$124,495**, with an additional **\$42,690** in defense costs.

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Three former employees of a cultural education organization threatened suit against the organization for failure to pay overtime wages, a hostile work environment, gender discrimination, retaliation, constructive discharge, unfair competition and intentional interference with business relationships. The employees contended the organization forced them to leave their employment and then threatened to sue them when they made efforts to start a competing organization. This matter settled early for **\$142,500**, with an additional **\$14,200** in defense costs.

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An executive of a cultural organization filed an administrative charge and suit for alleged harassment and discrimination based on her pregnancy. The claimant also alleged improper termination following her refusal to sign false statements to the government. The matter settled for **\$360,000**, with an additional **\$46,000** in defense costs.

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Two former kitchen employees of a historic restaurant claimed sexual harassment and assault after it was discovered they were working without documented legal status. They pursued claims with the state administrative agency that aggressively pursued their claim, despite the fact the claimants were in the country illegally. The case settled for **\$150,000** and defense costs exceeded **\$175,000**.



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