



Federal Jury Finds in Favor of Frost Brown Todd Client in Title VII Harassment Case

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Frost Brown Todd is pleased to announce that a federal jury in Missouri has found in favor of client Sun Chemical Corporation in a lawsuit brought by the U.S. Equal Employment Opportunity Commission (EEOC). The EEOC alleged that Sun Chemical failed to prevent racial harassment by a coworker against another coworker during an incident in October 2019. The complaining coworker remains employed by Sun Chemical at the same facility to this day, and his employment has not been negatively impacted. Nevertheless, the EEOC sued Sun Chemical alleging claims of a racially hostile work environment and retaliation after the coworker complained.

Sun Chemical has always been confident that the claims had no merit. On Wednesday, December 11, 2024, a jury agreed and reached the correct result in finding that the October 2019 incident did not constitute a hostile work environment under federal law. Sun Chemical had previously secured summary judgment on the related retaliation claim, underscoring the lack of merit in the allegations brought forth by the EEOC.

After a thorough three-day trial, the jury sided with Sun Chemical and returned a unanimous verdict confirming the company was not liable for racial harassment under Title VII of the Civil Rights Act. Sun Chemical demonstrated that it promptly investigated the subject complaint, took appropriate corrective action, and the inappropriate behavior never happened again, which is what the law required. The evidence further failed to support the EEOC's assertion that Sun Chemical neglected to prevent harassment.

Sun Chemical takes all allegations of workplace harassment seriously and remains committed to maintaining a respectful and inclusive work environment for all employees.

Sun Chemical is represented by Mekesha Montgomery and Irina V. Strelkova of Frost Brown Todd LLP and Michael L. Blumenthal of Seyferth Blumenthal & Harris LLC.

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