

National-Origin Discrimination: Nursing Home Employees Not Allowed To Use Own Language.

The US Equal Employment Opportunity Commission (EEOC) obtained a total combined settlement of \$900,000 for a case the EEOC filed in the US District Court for the Eastern District of New York on behalf of a group of Jamaican nursing home employees who were not permitted to converse on the job among themselves in their native Creole language.

Management apparently was aware of the EEOC's anti-discrimination regulations specifically covering this subject, as national minorities other than the Jamaicans were permitted to converse among themselves in their own languages. EEOC v. William O. Benson Rehab Pavilion, 2007 WL 1516479 (E.D.N.Y., April 20, 2007).