



May 31, 2018

ATTORNEY GENERAL MADIGAN SUES BOLINGBROOK WAREHOUSE OPERATOR FOR SEXUAL HARASSMENT AND DISCRIMINATION AGAINST FEMALE WORKERS

Chicago — Attorney General Lisa Madigan today filed a lawsuit against a Bolingbrook warehouse operator for sexual discrimination and harassment of female employees, violating state civil rights and workplace laws.

Madigan's lawsuit, filed in Will County Circuit Court, alleges that MTIL INC., which operates a warehouse, bases the terms and conditions of employment for both temporary and direct employees on their sex.

Madigan alleges that since at least March 2016, MTIL has fostered a hostile work environment in which female workers are subjected to pervasive sexual harassment by warehouse supervisors who make unwelcome sexual advances and sexually explicit comments, and in some instances, text them sexually explicit messages. Female employees who complain about their treatment or about sexual harassment are retaliated against, transferred to new work assignments or fired. MTIL's temporary workers are particularly vulnerable to sexual harassment and retaliation because they can be told not to return to work with little consequence.

"Women should get jobs on the basis of their qualifications and be able to work in a safe environment," Madigan said. "My lawsuit aims to end MTIL's illegal treatment of female employees."

Madigan's lawsuit further alleges that MTIL makes requests from staffing agencies for temporary workers on the basis of their sex, MTIL supervisors use the code words "heavy" for male workers and "light" for female workers.

Earlier this month, Madigan held a seminar on the legal issues facing temporary workers in Illinois, including worker vulnerabilities and common violations in temporary staffing, temporary workers' rights in the workplace, law enforcement and organizing approaches to promoting compliant and responsible employment practices and innovative staffing agency practices and business models.

Workplace Rights Bureau Chief Jane Flanagan, Civil Rights Bureau Chief Karyn Bass Ehler and Assistant Attorneys General Christian Arizmendi and Elizabeth Hady are handling the lawsuit for Madigan's office.

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