

News Release



U.S. Department of Labor
Office of Public Affairs
San Francisco, Calif.
Release Number: 07-170-SAN (SF-23)

For Immediate Release
Date: Feb. 21, 2007
Contact: Deanne Amaden
Phone: (415) 975-4741

Florence Correctional Center Agrees to Pay Over \$438,600 to Settle Discrimination Findings by U.S. Labor Department

SAN FRANCISCO – The U.S. Department of Labor announced today that the parent company of the Florence Correctional Center located in Florence, Ariz., has agreed to settle findings of hiring discrimination.

The agreement settles allegations by the Labor Department's Office of Federal Contract Compliance Programs (OFCCP) that the Florence Correctional Center engaged in hiring discrimination against non-Hispanic applicants for positions as correctional officers over a two year period ending in March 2005.

"This administration is committed to ensuring that all Americans are hired, promoted, and compensated fairly, without respect to their race, gender, ethnicity, disability, religion, or veterans' status," said OFCCP Deputy Assistant Secretary Charles E. James, Sr. "We strongly encourage other employers to take proactive steps to come into compliance with the law to prevent workplace discrimination."

OFCCP investigators found that the facility's selection process disproportionately rejected non-Hispanics. Under the terms of the agreement, Florence Correctional Center agreed to pay 464 former applicants an equal share of \$438,626, which includes back pay and interest. Florence Correctional Center will also hire as correctional officers 16 of those previously rejected for the position.

Corrections Corporation of America, the parent company of the Florence facility with corporate offices in Tennessee, has also agreed to immediately cease any discriminatory practices and undertake extensive self-monitoring measures to ensure that all hiring practices fully comply with the law.

James added that Correctional Corporation of America, a provider of medium security penal institutions that house male inmates for the Department of Justice and the U.S. Marshal's Service, has been cooperative during the review and subsequent conciliation process.

OFCCP, an agency of the U.S. Department of Labor's Employment Standards Administration, enforces Executive Order 11246 and other laws that prohibit employment discrimination by federal contractors. The agency monitors federal contractors to ensure that they provide equal employment opportunities without regard to race, gender, color, religion, national origin, disability or veterans' status.

###

U.S. Labor Department (DOL) releases are accessible on the Internet at www.dol.gov. The information in this news release will be made available in alternate format upon request (large print, Braille, audio tape or disc) from the COAST office. Please specify which news release when placing your request. Call (202) 693-7828 or TTY (202) 693-7755. DOL is committed to providing America's employers and employees with easy access to understandable information on how to comply with its laws and regulations. For more information, please visit www.dol.gov/compliance.