

News Release



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Contact: Deanne Amaden
Phone: (415) 625-2630

U.S. Labor Department, San Diego Zoo reach agreement on hiring women *Agency review determined that men were more often offered food service jobs*

SAN FRANCISCO – The U.S. Department of Labor and the Zoological Society of San Diego have agreed to settle findings of gender discrimination in the hiring of food service workers for the zoo, following a review by the department's Office of Federal Contract Compliance Programs (OFCCP).

OFCCP investigators found that the facility's selection process disproportionately rejected women for food service jobs. Under the terms of the agreement, the Zoological Society will pay 100 women who applied for positions in 2004 and 2005 an equal share of \$32,027, which includes back pay and interest. The zoo also will hire as food service workers 18 of those previously rejected for such positions. Each of the former applicants identified will be notified of her eligibility to receive a share of the back wages and be provided an application for a food service worker position.

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

OFCCP's regional administrator in San Francisco, William Smitherman, noted that the employer has been cooperative, working with agency staff to correct concerns noted in the review and to come into compliance. The Zoological Society has agreed to take proactive measures to ensure that the violation does not recur, including reviewing its application and selection criteria and procedures, and ensuring job qualifications are uniformly applied to applicants. It also will perform adverse impact analyses at least annually, and provide supervisory and management staff with necessary training.

The Zoological Society has animal research contracts with the U.S. Navy.

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 veteran status.

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