

News Release



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JBS Swift & Co. facility in Cactus, Texas, agrees to pay 402 rejected female applicants \$200,000 for hiring discrimination

CACTUS, Texas — The U.S. Department of Labor's Office of Federal Contract Compliance Programs (OFCCP) today announced that JBS Swift & Co.'s facility in Cactus, Texas, has settled the department's allegations that the company engaged in hiring discrimination based on gender over a two-year period against 402 female applicants for the position of laborer in the general production job group.

"The Labor Department is committed to ensuring that all Americans who seek employment with federal contractors and subcontractors are hired, promoted and compensated fairly, without regard to their race, sex, ethnicity, disability, religion or veteran status," said OFCCP Deputy Assistant Secretary Charles E. James Sr. "This settlement of \$200,000 on behalf of 402 female applicants should put all federal contractors on notice that the Labor Department is serious about eliminating systemic discrimination."

OFCCP investigators found that female applicants were disproportionately eliminated from employment as compared to similarly-situated male applicants.

Under the terms of the conciliation agreement, JBS Swift & Co. will pay 402 female applicants \$200,000 in back pay and interest, hire 41 of those applicants, immediately correct any discriminatory practices and undertake extensive self-monitoring measurements for two years to ensure that all hiring practices fully comply with the law.

JBS Swift & Co., a provider of beef products for resale to the Defense Commissary Agency, cooperated during the review and subsequent conciliation.

"The OFCCP is appreciative that JBS Swift made proactive efforts to cooperate with us and move quickly to come into compliance with the law," said Fred Azúa Jr., director of OFCCP's Southwest and Rocky Mountain Regional Office.

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, sex, color, religion, national origin, disability or veteran status.

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