

News Release



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Following U.S. Labor Department investigation, American State Bank in Lubbock, Texas, agrees to pay \$225,000 for hiring discrimination

LUBBOCK, Texas — The U.S. Department of Labor's Office of Federal Contract Compliance Programs (OFCCP) today announced that American State Bank has entered into a consent decree to settle findings of hiring discrimination against 547 minority class members for office and clerical positions.

"The Labor Department is committed to ensuring that people seeking employment with federal contractors are hired, promoted and compensated fairly, without regard to their race, sex, ethnicity, disability, religion or veteran status," said Joan Sessoms Ford, OFCCP's acting regional director in Dallas. "We strongly encourage other employers to take proactive steps to come into compliance with the law to prevent workplace discrimination."

The consent decree settles the department's allegations that during a two-year period American State Bank engaged in hiring discrimination against minority applicants. OFCCP filed an administrative complaint with the U.S. Department of Labor's Office of Administrative Law Judges against American State Bank on Sept. 29, 2006, after conciliation efforts failed.

Under the terms of the consent decree, American State Bank will pay each of the 547 minority applicants a pro-rata share of \$225,000 in back pay and interest, and will hire 21 of the class members into office and clerical positions. American State Bank, a financial service company offering a full range of banking and financial services, also has agreed to undertake extensive self-monitoring and reporting measures for the next two years to ensure that all hiring practices fully comply with the law.

OFCCP, an agency of the 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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