

Sexual Harassment, Discrimination, Wage & Hour Violations, Retaliation

Chopourian v. Catholic Healthcare West

\$167M Verdict

2012, Sacramento, CA

Synopsis: Chopourian was subjected to daily unwanted sexual advances, demeaning sexual comments, and other sexual harassment. She was denied her legally required meal periods and rest breaks. She also observed and reported patient abuse in the hospital. After complaining of these conditions, she was terminated. The company alleged she was terminated for reasons unrelated to all of these allegations. The jury agreed with Chopourian.

GHR could have helped detect, prevent, and resolve this!

- Weekly reports from Ms. Chopourian would have disclosed whether she was or was not claiming, contemporaneously, to be victim of sexual harassment, missed meal periods, or other misconduct.
- Weekly reports from others around Ms. Chopourian would have revealed whether any of her co-workers witnessed any misconduct towards her, patients, or other workers.
- If Ms. Chopourian was experiencing harassment, missed meal periods, or other problems, she would have had an easy and organized way to report them at the time, and the reports would have been immediately brought to the attention of the proper Human Resources personnel, so that the issues could be addressed and resolved without litigation. Future harassment would have been prevented.
- If Ms. Chopourian, and other employees who could have been witnesses, reported that there were no issues at the time, this would have been powerful evidence for the company at trial. And the Company would have been able to implement strategies to prevent any future similar problems.
- At \$3 per employee per month, GHR would have been well worth the investment to deter, resolve, and prevent this type of situation.