

Age Discrimination -
Ward v. Cadbury Schweppes Bottling Group
\$18M Verdict against Dr. Pepper
2011, Los Angeles, CA

Synopsis: 6 employees claimed the company had a policy of driving out older workers, and that upper management repeatedly discussed this policy at meetings. The company executed its discriminatory policy by forcing older employees into physically taxing tasks that led to injury or voluntary quitting.

GHR could have helped!

- If the allegations are true, victims and witnesses would have reported the discriminatory comments and incidents immediately as they occurred.
- With the GHR reports, the company could have prevented any further discrimination or harassment and ensured that no employees suffered adverse consequences from it.
- The alleged conduct went on for many years. With GHR, it would have been reported and detected early, resolved, and prevented.
- At \$3 per employee per month, GHR would have been well worth the investment to deter, resolve, and prevent this type of situation.