

Civil Rights Emotional Distress Damage Awards

CASE NAME	CASE CITATION	AWARD	SUMMARY OF VIOLATION
			<i>These summaries are provided solely for ease of reference to assist with legal research. Carefully read each Final Order before citing to it in a document filed with the Contested Case Forum.</i>
Garden Resort, LLC	40 BOLI 2 (2024)	\$12,000	Retaliation for protected sick time activity
Frehoo dba Stars (Amended)	39 BOLI 197 (2024)	\$1,000,000	Sexual harassment of a minor by customers at an adult dance club
The Royal Clothiers	39 BOLI 183 (2023)	\$10,000	Whistleblower/discharge
Your House	39 BOLI 134 (2023)	\$30,000	Retaliatory discharge
Dev's Burgers	39 BOLI 88 (2023)	\$100,000	Sexual harassment from non-employee/retaliatory discharge
Reynolds Consultation	39 BOLI 55 (2023)	\$60,000	Sexual harassment/retaliatory discharge
Sunstone Organics	39 BOLI 23 (2023)	\$125,000	Sexual orientation (gender identity) employment discrimination
Water Hole	39 BOLI 2 (2023)	\$25,000	OSEA and whistleblowing
Romantic River Gardens	38 BOLI 300 (2022)	\$20,000/\$10,000	Public accommodation sexual orientation discrimination
Moho Enterprises	38 BOLI 284 (2022)	\$20,000	Public accommodation race discrimination
Sunlan Lighting	38 BOLI 264 (2022)	\$8,000	Disability discrimination/public accommodation/assistance animal
Sweetcakes (Amended)	38 BOLI 163 (2022)	\$20,000/\$10,000	Public accommodation sexual orientation discrimination
Next Step Carpet	38 BOLI 80 (2022)	\$120,000	Pregnancy discrimination and discharge
4Rs	38 BOLI 68 (2022)	\$10,000	Retaliatory discharge for req wage payment/alleging violation of state law
Grand Management	38 BOLI 27 (2021)	\$60,000/\$15,000	Whistleblower/discharge
PCC	37 BOLI 246 (2020)	\$20,000	Denial of family medical leave
Insight Global	37 BOLI 229 (2020)	\$15,000	City of Portland's "Ban the Box" Removing Barriers to Employment ordinance
Vision International	37 BOLI 187 (2019)	\$60,000	Race discrimination/retaliation
Hye Dickinson	37 BOLI 117 (2019)	\$300,000	Disability, family status, and source of income discrimination/housing
On Time Painting	37 BOLI 87 (2018)	\$75,000	Retaliatory discharge/unsafe working conditions
Atlas	37 BOLI 57 (2018)	\$60,000	Discriminated/Terminated OSEA
Edgewood	37 BOLI 2 (2018)	\$300,000	Discriminated/Terminated WC
Barvo Event Service	36 BOLI 250 (2018)	\$100,000	Sexual harassment - quid pro quo
Lioness Holdings, LLC	36 BOLI 229 (2018)	\$20,000	Retaliation for protected sick time request/constructive discharge
Blue Gryphon	34 BOLI 216 (2015)	\$20,000	Whistleblower/discharge
Hey Beautiful	34 BOLI 80 (2015)	\$10,000	Retaliation/wage claim
Duck Stop	34 BOLI 2 (2014)	\$60,000	Disability discrimination/public accommodation/assistance animal

Multnomah County Sheriff	33 BOLI 220 (2014)	\$50,000	Veterans/disable vets discrmination/failure to hire
Maltby Biocontrol	33 BOLI 121 (2014)	\$100,000	Hostile work environment (race/national origin)/discharge (criminal investigation)
Andrew Engel	32 BOLI 94 (2012)	\$325,000	Religious discrimination/constructive discharge
Blachana	32 BOLI 220 (2013)	\$20,000-\$50,000	Gender (sexual orientation)/public accommodation
Crystal Springs	32 BOLI 144 (2012)	\$150,000	Sexual harassmt/retaliatory discharge
Kenneth Wallstrom	32 BOLI 63 (2012)	\$10,000	Failure to make reasonable accommodation for service dog/housing
Cyber Center, Inc.	32 BOLI 1 (2012)	\$120,000	Gender (pregnancy) discrimination/employment
Charles Edward Minor	31 BOLI 88 (2010)	\$50,000	Sexual harassmt/constructive discharge
Spud Cellar Deli	31 BOLI 106 (2010)	\$10,000/\$5,000	Sexual harassmt but not constructive discharge
Income Prop. Management	31 BOLI 18 (2010)	\$15,000	OFLA discrimination
From the Wilderness	30 BOLI 227 (2009)	\$125,000	Sexual harassmt/retaliatory discharge
Trees, Inc.	28 BOLI 218 (2007)	\$30,000	Retaliation for opposing unsafe working conditions
Gordy's Truck Stop	28 BOLI 200 (2007)	\$20,000	Sexual harassmt/constructive discharge
Emerald Steel	27 BOLI 1 (2005)	\$20,000	Disability discrimination/employment/failure to engage in interactive process
CC Slaughters	26 BOLI 186 (2005)	\$25,000	Disability discrimination/public accommodation
Hermiston Asst'd Living	23 BOLI 96 (2002)	\$5,000/\$10,000	Retaliation/whistleblower
Northwest Pizza	25 BOLI 79 (2003)	\$30,000	Invocation of WC
State Adjustment	23 BOLI 19 (2002)	\$10,000	Sexual harassmt/constructive discharge
Barrett Business Services	22 BOLI 77 (2001)	\$15,000	Disability discrimination/failure to hire
Servend Int'l	21 BOLI 1 (2000)	\$20,000	Race discrimination/employment
Entrada Lodge, Inc.	20 BOLI 164 (2000)	\$15,000	OFLA discrimination
Barrett Business Services	20 BOLI 189 (2000)	\$20,000	Disability discriimation/perceived/failure to hire
Dennis Murphy Family Trust	19 BOLI 69 (2000)	\$10,000	Discrimination/adult care home
Alpine Meadows	19 BOLI 190 (2000)	\$12,500	Age discrimination/employment
Granny's Grainery	19 BOLI 162 (2000)	\$7,500	Gender (pregnancy) discrimination/employment
ARG Enterprises	19 BOLI 116 (2000)	\$12,500	Harassmt for invoking WC procedures
Sears Roebuck	18 BOLI 47 (1999)	\$20,000/\$10,000	Harassmt for invoking WC procedures
Centennial School District	18 BOLI 176 (1999)	\$25,000	Interference with OFLA leave
Barrett Business Services	18 BOL 82 (1999)	\$20,000	Perceived disability/failure to hire
Executive Transport	17 BOLI 81 (1998)	\$20,000	Sexual harassmt/constructive discharge
Westwind Group	17 BOLI 46 (1998)	\$15,000	Race discrimination/public accommodation
McClaskey	17 BOLI 254 (1998)	\$17,500	Gender (pregnancy) discrimination/employment
Nehia, Inc.	17 BOLI 252 (1998)	\$2,000/\$2,500	Race discrimination/public accommodation
Washburn Reforestation	17 BOLI 226 (1998)	\$5,000	Harassmt for invoking WC procedures

Body Imaging	17 BOLI 162 (1998)	\$30,000
Tomkins Industries	17 BOL 191 (1998)	\$10,000
Central Ore. Building Supp.	17 BOLI 1 (1998)	\$25,000

Disability discrimination/constructive discharge

Discrimination/Retaliation for opposing unsafe working conditions

Harassment for invoking WC procedures