



U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION
Buffalo Local Office

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	Charge No:
Marie Wolf c/o Burr & Smith	151-2005-03638
Charging Party	
Jacquelyn Boyle c/o Burr & Smith	151-2005-03639
Charging Party	
Carol King c/o Burr & Smith	151-2005-03709
Charging Party	
Dawn Soto-Coons c/o Burr & Smith	151-2006-00087
Charging Party	
Judy Reed c/o Burr & Smith	151-2006-00488
Charging Party	
Laryssa Jock	165-2005-00714
Charging Party	
Lisa Follett	525-2006-00197
Charging Party	
Linda Rhodes	525-2006-00570
Charging Party	
Carolyn Morse	525-2006-00571
Charging Party	
Christy Davies	525-2006-00644
Charging Party	

	Charge No:
Tana Shriver	525-2006-00789
Charging Party	
Leighla Smith	525-2006-00956
Charging Party	
Khristina Rodrigues	525-2006-01138
Charging Party	
Gloria Pagan	525-2006-01139
Charging Party	
Marie House	525-2007-00071
Charging Party	
Lisa L. McConnell	470-2006-04239
Charging Party	
Denise Maddox c/o Law Offices of Thomas A. Warren	525-2007-00253
Charging Party	
Sharon Scroggins	525-2007-00290
Charging Party	
Nina Shahmirzadi	525-2007-00419
Charging Party	
Sterling Jewelers, Inc. 375 Ghent Road Akron, OH 44333	Respondent

DETERMINATION

Under the authority vested in me by the Commission's Procedural Regulations, I issue the following determination on the merits of this charge filed under the Equal Pay Act of 1963 (Equal Pay Act) and/or Title VII of the Civil Rights Act of 1964 as amended (Title VII) and the Civil Rights Act of 1991. Timeliness, deferral and all other requirements for coverage have been met.

Charging Parties collectively allege that Respondent has discriminated against a class of female employees with retail sales responsibilities in regard to promotion and compensation.

Respondent denies the allegations of discrimination in their entirety and asserts that legitimate, non-discriminatory reasons support its decisions. Respondent also disputes the Buffalo Area's jurisdiction over several of the individual charges, and asserts timeliness claims in regard to several individual charges.

The investigation determined that Respondent subjected Charging Parties and a class of female employees with retail sales responsibilities nationwide to a pattern or practice of sex discrimination in regard to promotion and compensation. Statistical analysis of pay and promotion data provided by Respondent reveals that Respondent promoted male employees at a statistically significant, higher rate than similarly situated female employees and that Respondent compensated male employees at a statistically significant, higher rate than similarly situated female employees. Witness testimony further corroborates the allegations. As such, I find reasonable cause to believe that Respondent has engaged in a pattern or practice of discrimination as alleged, in violation of Title VII and the Equal Pay Act.

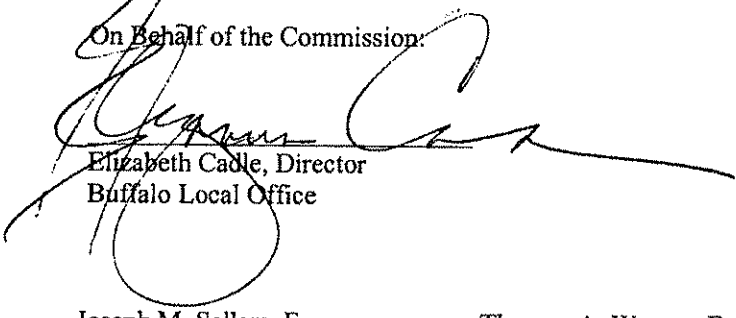
Upon finding that there is reason to believe that violations have occurred, the Commission attempts to eliminate the alleged unlawful practices through informal methods of conciliation. Therefore, the Commission now invites the parties to join with it in a collective effort toward a just resolution to this matter. The confidentiality provisions of Title VII, the Equal Pay Act, and the Commission Regulations apply to information obtained during conciliation.

When the Respondent declines to discuss settlement or when, for any reason, a settlement acceptable to the office-Director is not obtained, the Director will inform the parties and advise them of the court enforcement alternatives available to aggrieved persons and the Commission. A Commission representative will contact each party in the near future to begin conciliation.

On Behalf of the Commission:

JAN 03 2008

Date


Elizabeth Cadle, Director
Buffalo Local Office

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