

Gonzalez v. A&F Consent Decree Fact Sheet

Injunctive Relief

- The Consent Decree contains provisions related to the recruitment, hiring, job assignment, promotion, and training of A&F employees, including:
 - 1) “Benchmarks” for hiring and promotion of women, Latinos, African Americans, and Asian Americans. These benchmarks are goals, rather than quotas, and Abercrombie will be required to report on its progress toward these goals at regular intervals.
 - 2) A prohibition on targeting fraternities, sororities, or specific colleges for recruitment purposes.
 - 3) A new Office and Vice President of Diversity, responsible for reporting to the CEO on A & F’s progress toward fair employment practices.
 - 4) EEO and Diversity Training for all employees with hiring authority.
 - 5) Revision of Performance Evaluations for managers, making progress toward diversity goals a factor in their bonuses and compensation.
 - 6) A new Internal Complaint Procedure.
 - 7) The hiring of 25 recruiters who will focus on seeking out women and minority employees. A & F will also advertise employment opportunities in media that target minorities of both genders.
- The Consent Decree also requires that A&F marketing materials reflect diversity by including members of minority racial and ethnic groups.
- An appointed Monitor will regularly evaluate and report on A&F’s compliance.

Monetary Relief

- A&F will create a \$40 million Settlement Fund for distribution to individual class members. Notice will be placed on the Internet and in major magazines.
- A Claims Administrator will determine class member (or “claimant”) awards based on the number of claimants that come forward, and by assigning “points” for such factors as the type of discrimination the class member suffered and the length of employment at A&F.
- A&F also pays attorneys’ fees, and costs associated with monitoring compliance during the time that the Consent Decree is in effect (4.5 to 6 years depending on A&F progress). This will amount to approximately \$10 million.