

Bass Pro to pay \$10.5 million to settle EEOC hiring discrimination, retaliation suit

Published on August 15, 2017



The U.S. Equal Employment Opportunity Commission (EEOC) announced July 26 that Bass Pro Outdoor World, LLC, a leading retailer of fishing, camping, and hunting equipment and apparel, has agreed to pay \$10.5 million and provide other significant relief to settle a hiring discrimination and retaliation lawsuit.

The EEOC's suit charged that the company discriminated in hiring at its retail stores, unlawfully retaliated against employees who opposed practices they believed to be unlawful, and failed to adhere to federal record-keeping laws and regulations.

The nationwide agreement seeks to strengthen and improve Bass Pro's hiring and recruiting practices of African-Americans and Hispanics, and resolves a pattern-or-practice lawsuit filed by the EEOC on Sept. 21, 2011.

In the [news release](#), the EEOC announced:

A central focus of the agreement is strengthening Bass Pro's diversity efforts and its commitment to non-discriminatory

hiring, including appointment of a director of diversity and inclusion, affirmative outreach efforts to increase diversity in its workforce, updated EEO policies and hiring practices, and annual EEO training for management and non-management employees.

“The EEOC is pleased to have reached what the agency believes to be a fair resolution,” said EEOC Deputy General Counsel James Lee. “We look forward to working with Bass Pro in implementing the consent decree.”

EEOC Houston District Office Regional Attorney Rudy Sustaita said, “The EEOC commends Bass Pro for its efforts in bringing the pending litigation to a conclusion, and for its commitment to hiring a diverse workforce.”

For more information on the EEOC, [click here](#).

Disclaimer: This website post is intended for informational purposes only and does not constitute legal advice. Readers should not rely upon this information as a substitute for personal legal advice. If you have a legal concern, you should seek legal advice from an attorney.