

enforce its Decree and its terms or the right of any party to bring an enforcement suit upon breach of any of the terms of this Decree by any other party. Jurisdiction over this action is retained by the Court for the purpose of enabling any of the parties to this Consent Decree to apply to the Court at any time for such further order and directions as may be necessary or appropriate for the construction or implementation of the Decree or any of its provisions, or for the enforcement or compliance therewith.

4. This Decree is being issued with the consent of the parties and does not constitute an adjudication or finding by this Court on the merits of the allegations of the complaint. By entering into this Decree, Information Systems Consulting, A Division of Diversified Human Resources Group, does not admit, nor has this Court made any determination with respect to, the claims that there have been any violations of Title VII or any other statute, regulations or ordinance promulgated by any federal, state or local agency dealing with discrimination, by Information Systems Consulting, A Division of Diversified Human Resources Group. Nothing contained in this Decree shall be construed as an admissions of liability on the part of the defendant.

5. The defendant, Information Systems Consulting, A Division of Diversified Human Resources Group, in settlement of this dispute, shall make an award of backpay in the amount of \$10,000.00 to Bruce Hanson. The award shall be paid as follows:

- (a) a payment of \$3,500.00 shall be made upon entry of the Consent Decree;
- (b) a payment of \$3,500.00 shall be made four months after the entry of the Consent Decree;
- (c) a payment of \$3,000.00 shall be made eight (8) months after the entry of the Consent Decree.

6. The defendant shall make legal deductions for withholding of Federal income taxes and the employee portion of social security from the backpay checks. The defendant shall include with the check, an itemized statement indicating specific amounts paid and deductions made. All W-2 forms shall be provided as required by law.

7. The defendant shall make all employer contributions to social security as required by law on the back wages to be paid to Bruce Hanson pursuant to this Consent Decree.

8. The defendant, Information Systems Consulting, A Division of Diversified Human Resources Group, shall be permanently enjoined from terminating an employee or refusing to hire an individual for failure to provide a social security number because of religious beliefs. If an employee or applicant for employment advises the defendant that he does not have a social security number because of his religious beliefs, the defendant shall request, pursuant to Section 6724 of the Internal Revenue Service Code, 26 U.S.C. § 6724, a waiver of any penalties that may be imposed for failing to include an employee social security number on forms and documents submitted to the IRS. In the event the waiver is granted the employee shall be treated the same as all other employees.

9. For a period of two (2) years from the entry of this Decree the defendant shall provide a report to the Equal Employment Commission of all applicants or employees who refuse to provide a social security number because of religious beliefs. The Commission shall be notified within ten (10) days of the date the defendant is notified that the individual does not have a social security number because of religious beliefs. The defendant shall advise the Commission of the date the IRS waiver was requested and the outcome of the request. The reports shall be directed to:

Jeffrey C. Bannon
Regional Attorney
Equal Employment Opportunity Commission
8303 Elmbrook Drive, 2nd Floor

10. Bruce Hanson hereby specifically and voluntarily waives any right to reinstatement.

11. Bruce Hanson hereby agrees to release the defendant from all claims, demands, damages and causes of action arising from the allegations in charge number 310 89 2438 and agrees that this Consent Decree resolves all issues arising out of the claims alleged in charge number 310 89 2438.

12. The defendant shall post the notice attached as Exhibit A in a conspicuous place for sixty (60) days from entry of this decree.

13. The parties agree to pay their own costs.

SO ORDERED, ADJUDGED AND DECREED this 30 day of October, 1992.

[signed]

UNITED STATES DISTRICT

JUDGE FOR

THE NORTHERN DISTRICT OF

TEXAS

AGREED TO IN FORM AND CONTENT

FOR THE EQUAL EMPLOYMENT
OPPORTUNITY COMMISSION:

[signed]

DONALD R. LIVINSTON
General Counsel

Bruce Hanson
[Street Address]
[City, State, Zip]

PHILLIP B. SKLOVER
Associate General Counsel

[signed]

JEFFREY C. BANNON
Regional Attorney
Connecticut State Bar No. [#####]

[signed]

KATHERINE E. BISSELL
Supervisory Trial Attorney
Texas State Bar No. [#####]

EQUAL EMPLOYMENT OPPORTUNITY
COMMISSION
Dallas District Office
8303 Elmbrook Drive, 2nd Floor
Dallas, Texas 75247
(214) 767-7948

[signed]

Mr. Dan Hartsfield
Ms. T. Michele Baird
Gardere & Wynne
A Registered Limited Liability Partnership
3000 Thanksgiving Tower
1601 Elm Street

[signed]

Billie Tapp, President
Information Systems Consulting

[Letterhead]
U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION
Dallas District Office

NOTICE TO ALL EMPLOYEES
POSTED PURSUANT TO A CONSENT DECREE APPROVED
BY A UNITED STATES DISTRICT COURT JUDGE FOR THE
NORTHERN DISTRICT OF TEXAS, DALLAS DIVISION

This Notice is being posted as part of the remedy agreed to pursuant to a Consent Decree between Information Systems Consulting, A Division of Diversified Human Resources Group, and the U.S. Equal Employment Opportunity Commission (EEOC) in the case EEOC v. Information Systems Consulting, A Division of Diversified Human Resources Group, Civil Action No. CA3-92-0169-T.

Federal law requires that there be no discrimination against any employee or applicant for employment because of the individual's race, color, sex religion, or national origin, with respect to hiring, promotion, firing, compensation, or other terms, conditions and/or privileges or employment.

Information Systems Consulting, A Division of Diversified Human Resources Group, supports and will comply with such federal law in all respects and will not take any action against employees because they have exercised their rights under Title VII of the Civil Rights Act of 1964, as amended.

Specifically, Information Systems Consulting, A Division of Diversified Human Resources Group will not terminate an employee because of religious beliefs.

[signed]

JACQUELINE R. BRADLEY
District Director,
Equal Employment Opportunity
Commission

[signed]

REPRESENTATIVE, INFORMATION SYSTEMS
CONSULTING, A DIVISION OF
DIVERSIFIED HUMAN RESOURCES GROUP

THIS IS AN OFFICIAL NOTICE
AND MUST NOT BE REMOVED OR DEFACED BY ANYONE

This Notice must remain posted for a period of sixty (60) days and not be altered, defaced, or covered by any other materials. All question concerning this notice or compliance with its provisions may be directed to Jeffrey C. Bannon, Esq., Regional Attorney, Equal Employment Opportunity Commission, Dallas District Office, 8303 Elm brook Drive, 2nd Floor, Dallas, Texas 75247, (214) 767-7945

(all emphasis original)

I obtained a paper copy of this decree by contacting the District Court in Dallas at 214-767-0787, asking for the "Records" division, and referring to "CA3-92-0169-T". I then explained what part of this case I wanted, and was told to send a self addressed 55-cent stamped envelope to

Attn: Records
U.S. District Court
North District of Texas
1100 Commerce Street
Room 14A20
Dallas, Texas 75242

referring to a couple of pieces of info they gave me over the phone, with a check to cover the cost of copying (50 cents/page). I had it less then a week later.

UPDATE: May 13, 1999 - One visitor claims to have attempted to obtain a copy of this case by following the above, but was told it couldn't be found. I have therefore scanned the first page of 108 that make up this case made it available [HERE](#). (I scratched out the attorneys signature as I consider it personal property & shouldn't be posted on the net). Feel free to use it to assist in their search.