



EEOC Takes Legal Action Against Coca-Cola for Gender Discrimination

Description

The U.S. Equal Employment Opportunity Commission (EEOC) is suing a Coca-Cola bottler in New Hampshire for sex discrimination. The agency claims that the company only invited women to a work event, which left out male employees.

The lawsuit is about a networking trip for around 250 women that took place in September 2024 at the Mohegan Sun casino in Connecticut. The EEOC says this action breaks Title VII of the Civil Rights Act of 1964, which stops discrimination based on sex.

Coca-Cola Beverages Northeast held the women's event, but the EEOC says it did not reach an agreement with the company before filing the lawsuit. In response, Coca-Cola Northeast expressed disappointment and wants to share its full story in court.

The event included various speakers who discussed issues in a male-dominated industry. According to the lawsuit, the company provided accommodations, meals, and pay for the women attending the event. The EEOC seeks compensation for the men who were left out, claiming they faced financial and emotional harm.

Experts say that events designed for specific groups, like women, can face challenges under current laws. They urge companies to open such events to everyone interested to avoid legal issues.

Vocabulary List:

1. **Discrimination** /dɪs,krɪm.i'neɪ.ʃən/ (noun): The unjust or prejudicial treatment of different categories of people especially on the grounds of race age or sex.
2. **Lawsuit** /'lɔ:..su:t/ (noun): A claim or dispute brought to a court of law for adjudication.
3. **Accommodations** /ə,kɒm.ə'deɪ.ʃənz/ (noun): Rooms and services that are provided for guests or attendees.
4. **Emotional** /ɪ'moʊ.ʃən.əl/ (adjective): Relating to a person's feelings or mental state.
5. **Networking** /'net.wɜ:.kɪŋ/ (verb): The action or process of interacting with others to exchange information and develop professional or social contacts.
6. **Compensation** /,kɒm.pən'seɪ.ʃən/ (noun): Something typically money awarded to someone in recognition of loss suffering or injury.

Comprehension Questions



Multiple Choice

1. What is the main issue the EEOC is suing Coca-Cola Beverages Northeast for?
 - Option: Age discrimination
 - Option: Sex discrimination
 - Option: Racial discrimination
 - Option: Disability discrimination
2. Where did the women's networking trip take place?
 - Option: New Hampshire
 - Option: Mohegan Sun casino
 - Option: Connecticut
 - Option: Boston
3. How many women attended the networking trip?
 - Option: 200
 - Option: 250
 - Option: 300
 - Option: 400
4. What year was the trip held?
 - Option: 2022
 - Option: 2023
 - Option: 2024
 - Option: 2025
5. What does Title VII of the Civil Rights Act of 1964 address?
 - Option: Employment age
 - Option: Employment sex
 - Option: Employment race
 - Option: Employment disability
6. What did Coca-Cola Northeast express in response to the lawsuit?
 - Option: Indifference
 - Option: Compliance
 - Option: Disappointment
 - Option: Agreement



True-False

7. The EEOC claims that the event invited both men and women.
8. Coca-Cola Beverages Northeast organized the event for women only.
9. The lawsuit was filed after an agreement between the EEOC and Coca-Cola Northeast.
10. The event included discussions about issues in a male-dominated industry.
11. The EEOC requests compensation for women who attended the event.
12. Experts recommend that events for specific groups should be opened to everyone.

Gap-Fill

13. The EEOC is suing Coca-Cola Beverages Northeast for _____ discrimination.
14. The networking event took place at the Mohegan Sun casino in _____.
15. The EEOC claims the event broke Title VII of the _____ Rights Act of 1964.
16. Coca-Cola Northeast expressed _____ regarding the lawsuit.
17. The lawsuit seeks compensation for the men who were left out, claiming they faced financial and _____ harm.
18. Experts suggest opening events to everyone to avoid legal _____.

Answer

Multiple Choice: 1. Sex discrimination 2. Mohegan Sun casino 3. 250 4. 2024 5. Employment sex
6. Disappointment

True-False: 7. False 8. True 9. False 10. True 11. False 12. True

Gap-Fill: 13. sex 14. Connecticut 15. Civil 16. disappointment 17. emotional 18. issues



Vocabulary quizzes

Multiple Choice (Select the Correct answer for each question.)

1. What does the term "potential" generally refer to?
 - Option: The current ability of an individual
 - Option: Possibility for future development
 - Option: A measurement of past performance
 - Option: An indicator of social status
2. Which word best describes something that is not functioning properly?
 - Option: Efficient
 - Option: Reliable
 - Option: Faulty
 - Option: Correct
3. What is a "lawsuit"?
 - Option: A type of financial compensation
 - Option: A formal legal dispute between parties
 - Option: A ruling made by a judge
 - Option: A strategy for negotiations
4. What role do regulators typically play in business?
 - Option: To promote company profits
 - Option: To ensure compliance with laws
 - Option: To manage company finances
 - Option: To develop product designs
5. Which of the following is an example of "accommodations"?
 - Option: Space given for events
 - Option: Adjustments made for individuals with disabilities
 - Option: Discounts on products
 - Option: Meetings of stakeholders
6. What does "compensation" refer to in a business context?
 - Option: Bonus for top performing employees
 - Option: Payment given for loss or injury
 - Option: Change in company policies
 - Option: Promotional offers to customers
7. What is a deepfake?



- Option: A digital media generated by artificial intelligence
- Option: A type of traditional film
- Option: A famous painting style
- Option: A method of sound recording

8. Discrimination in the workplace is

- Option: Rarely addressed in laws
- Option: A form of equality
- Option: Unfair treatment based on characteristics
- Option: A system of rewards

9. What is the primary purpose of networking?

- Option: Limiting professional contacts
- Option: Building relationships for mutual benefit
- Option: Reducing workplace competition
- Option: Staying solitary in career advancement

10. What does an announcement typically involve?

- Option: Distributing profit shares
- Option: Conveying important information to an audience
- Option: Sending out marketing emails
- Option: Hiring new employees

Gap-Fill (Fill in the blanks with the correct word from the vocabulary list.)

- 11. The documentary gave an _____ account of the historical events.
- 12. The process of _____ the software is essential for security updates.
- 13. The organization needs to improve its _____ to increase efficiency.
- 14. The advertisement was found to be _____ resulting in a public outcry.
- 15. She provided all the necessary _____ for the project proposal.
- 16. The investigation revealed several critical _____ in the project management.
- 17. Their latest _____ aim to revolutionize the tech industry.
- 18. The _____ was completed successfully within the expected timeframe.



19. The judge's _____ was unexpected and took everyone by surprise.
20. The company held a meeting to discuss the interests of _____.

Matching Sentences (Match each definition to the correct word from the vocabulary list.)

21. Workers receive compensation for injuries they incur on the job.
22. The manager called for attention to the ongoing issues affecting productivity.
23. She filed a claim for damages after the accident occurred.
24. The board expressed various concerns regarding the merger proposals.
25. The committee presented a new proposal for restructuring the department.
26. Networking is key for professionals looking to advance their careers.
27. To ensure smooth operation it is essential to lubricate the machinery regularly.
28. The faulty equipment led to several delays in production schedules.
29. The speaker delivered an emotional address that resonated with the audience.
30. Deepfake technology has raised concerns about misinformation in media.

Answer

Multiple Choice: 1. Possibility for future development 2. Faulty 3. A formal legal dispute between parties 4. To ensure compliance with laws 5. Adjustments made for individuals with disabilities 6. Payment given for loss or injury 7. A digital media generated by artificial intelligence 8. Unfair treatment based on characteristics 9. Building relationships for mutual benefit 10. Conveying important information to an audience

Gap-Fill: 11. emotional 12. reprogramming 13. structure 14. misleading 15. details 16. failures 17. endeavors 18. transaction 19. ruling 20. shareholders

Matching sentence: 1. compensation 2. attention 3. claim 4. concerns 5. proposal 6. networking 7. lubricate 8. faulty 9. emotional 10. deepfake

CATEGORY

1. Business - LEVEL2



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