



U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION
Houston District Office

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Charge Number

Jamie Leigh Jones
15596 IH 45 South 3004
Conroe, TX 77384

Charging Party

Kellogg Brown & Root ("KBR")
4100 Clinton Drive
Houston, TX 77020
Attn: Celia Balli, Attorney
Legal Department

Respondent

LETTER OF DETERMINATION

Under the authority vested in me by the Commission's Procedural Regulations, I issue on behalf of the Commission the following determination as to the merits of the subject charge filed under Title VII of the Civil Rights Act of 1964, as amended ("Title VII").

All requirements for coverage have been met. On January 24, 2006, Charging Party Jamie Leigh Jones filed a charge of discrimination alleging sexual harassment. Charging Party alleges that upon her arrival in Baghdad, Iraq she was assigned to all male living quarters and subsequently was drugged and sexually assaulted by several employees of Respondent.

Respondent denies Charging Party was assigned to an all male barracks and contends that those barracks were co-ed, and there were approximately 25 other females assigned to the same barracks with Ms. Jones. Respondent asserts that the alleged assailant claims Charging Party consented to have sex with him. Respondent also maintains that its efforts to investigate the alleged assault was halted by the U.S. State Department officials telling Respondent they were taking over the investigation.

The investigation revealed that Charging Party was in Baghdad, Iraq for less than one week when the attack allegedly occurred. According to Charging Party's credible testimony, she reported the attack and sought medical attention. Respondent provided medical assistance, placed her in a secure location, and transported her back to the United States. The investigation credits Charging Party's testimony that she was indeed sexually assaulted by one or more of Respondent employees and physical trauma was apparent. Respondent's investigation was inadequate and did not effect an adequate remedy.

PLAINTIFF'S
EXHIBIT

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Based on the evidentiary record, the Commission credits Charging Party's claim of sexual harassment and finds cause to believe the Respondent violated Title VII of the Civil Rights Act of 1964, as amended. The Commission did not corroborate Charging Party's claim that she was assigned to an all male living quarters.

This determination does not conclude the processing of this charge. EEOC will begin conciliation efforts to resolve all matters where there is reason to believe that violations have occurred. Therefore, the Commission now invites the parties to join with it in reaching a just resolution of this matter. The confidentiality provisions of Title VII and Commission Regulations apply to information obtained during conciliation.

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

On Behalf of the Commission:

5/8/2007
Date



R.J. Ruff, Jr.
District Director

cc:

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Vinson & Elkins
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Stephanie Morris, Charging Party's Attorney
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