

advertise here

advertisement



Site | Yellow Pages | Calendar | Archives | Web Search by Yahoo!

keyword or search term

- NEWS
 - SPORTS
 - SPURS
 - BUSINESS**
 - LIFE
 - A&E
 - OBITS
 - FORUMS
 - BLOGS
 - WEATHER
- COLUMNISTS | AUTOMOTIVE NEWS | TECH | EMPLOYMENT NEWS | NEWS WIRE |

- JOBS
- AUTOS
- REAL ESTATE
- CLASSIFIEDS

4 women sue Toyota, supplier Web Posted: 07/07/2009 12:00 CDT

READ comments (0)

By David Saleh Rauf - Express-News [RSS](#) | [EMAIL](#) | [PRINT](#) | [SAVE](#)

Toyota Motor Corp. and one of its suppliers are being sued for sexual discrimination and harassment in federal court by a group of women who claim they were passed over for promotions in favor of less qualified men at the carmaker's San Antonio campus.

The women also claim they were sexually harassed or witnessed harassment.

The four lawsuits, filed in San Antonio last month, allege that female employees at Toyotetsu Texas Inc. face a "glass ceiling" and are "routinely assigned to the lowest-paying positions and given little or no opportunity to advance to higher-ranking positions."

The women, who are suing for lost compensation and job benefits they would have received and an unspecified amount for emotional distress, filed their lawsuits on behalf of an estimated 400 female workers at the supplier's three U.S. locations. Toyotetsu, a supplier that stamps metal parts for **Toyota** vehicles, also has a location in Canada, which is not included in the lawsuits.

A federal judge will determine if their lawsuits qualify for class action certification, a lengthier court process that can increase the chances of winning a discrimination suit because it makes individual claims easier to prove, said Albert Kauffman, a law professor at St. Mary's Law School.

Toyotetsu is a subsidiary of Toyoda Iron Works, which also is listed as a defendant in the lawsuits and is half-owned by **Toyota**. Toyotetsu, which shed about 30 of its 215 San Antonio jobs in February, is among the 21 on-site suppliers that produce components for the Tundra at **Toyota**'s local plant.

Toyotetsu officials declined to comment Monday, and a lawyer representing the company did not return a call for comment.

For its part, **Toyota** said it does not "believe there is any legitimate basis" for the Japanese carmaker to be included in the lawsuit.

But, according to the lawsuits, the alleged discrimination that women at Toyotetsu face stem from **Toyota**'s 14-point philosophy, known as the "Toyota Way," which is described in court filings as a "mechanism for reinforcing widespread Japanese cultural prejudices, including discrimination against female employees."

"This case really goes to the heart of the operation of the company," said Christopher Brennan, an attorney representing the four women who filed suits in San Antonio.

The four San Antonio women — three of whom no longer work at Toyotetsu — allege they were denied promotions on various occasions, required to train less qualified male employees to take those positions and forced to work in a hostile environment where sexual harassment claims went uninvestigated. In addition, three claim they ultimately lost their jobs because they spoke up.

According to court documents, one of the women is from Japan and worked an interpreter for the Toyotetsu Texas president. The other three women are American. Of the Americans, one was a specialist, the lowest-paid salaried position at Toyotetsu Texas; one was an assistant manager; and the other still is a production control specialist.

In 2006, Brennan represented a Japanese-born woman who filed a \$190 million sexual harassment suit against **Toyota** that ended in an undisclosed settlement and the resignation of **Toyota**'s top North American executive. In the aftermath of the 2006 settlement, which put a spotlight on the way the carmaker handles sexual misconduct in the workplace, **Toyota** formed a panel to review its sexual-harassment policies and said U.S. executives would be trained to better recognize and to prevent inappropriate behavior.

Brennan called the San Antonio lawsuits the "second part of the story" that unfolded in 2006.

More stories

- 'The Alamo' movie set closes as owners figure out what's next
- Valero may start Aruba shutdown today
- Tesoro stock fell 2.1 percent Monday
- Health care school to open in November
- New Best Western to open today
- Business calendar: July 7, 2009
- BRAC awards \$18.5 million contract at Lackland AFB
- Social media uses showcased by event
- The Fourth a hit for area

Save and share

Yahool! Buzz

Tweet This

advertise here

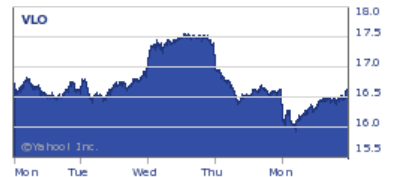
YAHOO! FINANCE

Enter Symbol

Quote Web

VLO - NYQ **\$16.65** 0.00 0.00%
VALERO ENERGY CP

5 DAYS CHART



TSO - NYQ	\$12.10	0.00 0.00%
TESORO CORP		
T - NYQ	\$24.80	0.00 0.00%
AT&T INC.		
CCU - NYQ	\$36.30	0.00 0.00%
COMPANIA CERV UNI SA		
KCI - NYQ	\$25.88	0.00 0.00%
KINETIC CONCEPTS INC		

More from Yahoo! Finance

Y! Finance Toolbar: Get stock quotes from anywhere on the web

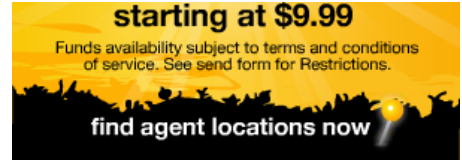
QUOTES DELAYED: NASDAQ 15 MIN. NYSE & AMEX 20 MIN.

COPYRIGHT PRIVACY

4 women sue Toyota, supplier

Jeffrey Liker, a professor of industrial and operations engineering at the [University of Michigan](#) and author of five books on [Toyota](#), said the allegations in the suit don't appear consistent with [Toyota's](#) philosophy, which he's tracked since 1983. He said manufacturing plants generally tend to be "very tough environments and lots of swearing, with lots of macho men."

"But in the [Toyota](#) environment, there's high value placed on respecting and listening to people," he said. "Everything I've seen was that [Toyota](#) was going out of their way to encourage women because they're very conscious of affirmative action and diversity."



MOST COMMENTED

1. As Jackson is recalled, don't forget his victims
2. Perry, Joe the Plumber to address local Tea Party
3. Spurs miss out on Wallace, get Haislip
4. Conservative eyed for State Board of Education
5. Spurs reach deal with power forward Haislip
6. Police investigating triple homicide
7. N.E. Side store held up by masked men
8. Ideas clash at Alamo Colleges
9. Woman killed in crash identified
10. UTSA police chief resigns

MOST VIEWED

1. Fourth of July Tea Party
2. Los Magnificos Car Show and Concert
3. Spurs miss out on Wallace, get Haislip
4. Police investigating triple homicide
5. Spurs reach deal with power forward Haislip
6. Monte Vista neighborhood parade
7. South Texas Casualties of War
8. Woman killed in crash identified
9. Eva visits local Wendy's
10. Gay Pride SA Parade

Comments

0 comment(s) on "4 women sue Toyota, supplier"

[Login](#) | [Sign Up](#)

Sanantonio Jobs

\$30/Hour Work From Home Jobs.View Home Jobs Now!
Computer Required.
(National-News-Gazette.com)

Drop 30 Pounds in 3 Weeks

Fastest Weight Loss - Guaranteed! As Seen on CBS News.
(EasilyLoseWeight.net)

25 Pounds in 2 Weeks

Fast Easy Weight Loss Breakthrough. As Seen on CNN - Try It Here.
(LoseWeightEasily.net)

Luxury Chauffeured Limo, San Antonio

For all occasions - weddings, proms, birthdays, airport transportation and more.
(www.abbeywalker.com)

Ads by Yahoo

jobs

[post resume](#) | [view all](#)

- DRIVER
- TEXAS BY-PRODUCTS
- MANAGER
- EZ SHOP
- LVN
- THANK YOU NURSES



mySA

- News
- Blogs
- Business
- Columnists
- Corrections
- Data Central
- Editorials
- Education
- Entertainment
- Events Calendar

- Forums
- Life
- Multimedia
- National | International
- News Wires
- Obituaries
- Politics
- Rodeo
- Sports
- Travel
- Traffic

- Video
- Weather
- Topics**
- Community
- Health
- Hunting & Fishing
- Living Green SA
- Military
- MomsInSA
- Visitors' Guide
- SA Paws

- SA Game Time
- SA Cultura
- Do Good
- Marketplace**
- Autos
- Classifieds
- Jobs
- Real Estate
- Shopping
- Yellow Pages
- It's Your Money - Save It

- Fan Shop
- Community Submitted**
- Calendar
- Photos
- Stories
- Video
- About Us**
- About mySA
- Contact Us
- FAQs
- Advertise online

- Contests & Events
- Express-News**
- Contact Us
- About Express-News
- About Hearst
- Advertise in print
- Newspaper Delivery
- Place a classified ad
- EN Subscription Services
- Reprint Permission
- Guidelines
- Buy Photos

- Other Editions**
- New letters
- RSS
- e-Edition
- Mobile
- Follow us on Twitter

Portions © 2009 San Antonio Express-News. All rights reserved. [Feedback](#) | [RSS Feeds](#) | [Privacy Policy](#) | [Terms of Services](#)

