

UNSAFE

With U.S. Security Associates

What you need to know about safety at America's fourth-largest security firm.

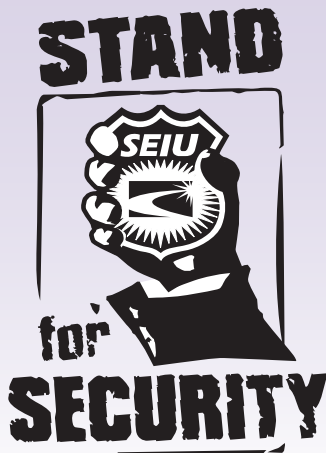
September 2011 ■ Issue 2

Welcome

to the second issue of *Unsafe with U.S. Security Associates*. Published by the Service Employees International Union, this newsletter will inform security directors, property managers, office building tenants and others about the business practices of *U.S. Security Associates*.

Upcoming issues will explore:

- More court documents regarding sexual harassment at U.S. Security Associates;
- New allegations of sexual harassment at U.S. Security Associates; and
- What the press is saying about U.S. Security Associates.



Visit StandForSecurity.org

Women's Groups Call on U.S. Security Associates to Remedy Sexual Harassment

ORLANDO, Fla.—As the 57th annual gathering of the American Society for Industrial Security got underway Sept. 19, the National Women's Law Center and the National Partnership for Women and Families called on Atlanta-based U.S. Security Associates (USSA) to adopt procedures to rid its worksites of sexual harassment.

"Sexual harassment ruins lives, lowers productivity and harms businesses," said Marcia D. Greenberger, Co- President, National Women's Law Center. "Today we're calling on U.S. Security Associates to change course and live up to its obligations with respect to this and all forms of discrimination."

USSA, which employs more than 26,000 people in 45 states, has been mired in sexual harassment allegations. After ruling on *Jamie Kohser Marks v. U.S. Security Associates Inc.* and *Chris Hargrove* in U.S. District Court in Alabama last October, a judge decried "USSA's cavalier attitude toward sexual harassment" and wrote, "The reprehensible conduct in this case...went all the way up the corporate ladder."

In May, USSA agreed to pay \$1.95 million and enter into a 42-month consent decree to settle a lawsuit brought by the Equal Employment Opportunity Commission on behalf of seven USSA employees, including Marks. Since more allegations of sexual harassment have surfaced in Philadelphia, women's groups and SEIU called on USSA to expand the basic provisions of the decree, which covers USSA's Alabama worksites, to all of the company's operations while also pledging to respect USSA workers' freedom to form a union without management interference, which will give employees still more protection. The decree requires USSA to revise its policies, provide anti-harassment training, establish a centralized process for tracking complaints, hold managers accountable for eliminating misconduct, and submit reports of their progress.



A mobile billboard in Orlando urges attendees of the 57th annual gathering of the American Society for Industrial Security (ASIS) to stand up against sexual harassment. The billboard reads: "Officers at U.S. Security Associates face a lot of dangers. Sexual harassment should not be one of them."

Stand for Security
Service Employees International Union, CTW, CLC
1800 Massachusetts Avenue, NW
Washington, DC 20036

