

State Justices Limit Scope of Sexual Harassment Lawsuits

The California Supreme Court limited the scope of sexual harassment suits yesterday, ruling that victims can sue their employers but not the co-workers who harassed them.

By a unanimous vote, the high court said the State's harassment laws apply only to employers who know or should know about the offensive conduct and do not stop it.

If an employer fails to take "immediate and appropriate corrective action," Justice Ming Chin wrote in the court's opinion, "there may be an unlawful employment practice, but it is by the employer, not the co-worker."

In a side note, the court made it clear for the first time that if a supervisor is doing the harassing, the employer is automatically liable, whether it knew about the conduct or not. However, it did not address whether supervisors can be held personally liable if they harass people who work under them.

The ruling does not mean that a harasser can escape unpunished. The justices said the co-workers can still be held responsible under other statutes, including battery and intentional infliction of emotional distress.

But the court didn't rule out personal liability if a supervisor is doing the harassing. The bottom line is that supervisors are still on the hook.

Attorney Kathleen Stosuy, said yesterday's decision brings California in line with federal law and most other states. She said the harassment law "is directed at employers, who have the best resources and incentive available to prevent any sort of conduct or deal with it when it occurs." ↗

CDFA Establishes Fire Ant Response Line

The California Department of Food & Agriculture has established a toll-free telephone Pest Response Line for residents to report the locations of any Red Imported Fire Ant colonies on their property or in their neighborhood. The line will be staffed during normal business hours. Residents also may leave a message after hours. RIFA Hotline 1-800-491-1899

Also, more information can be found on the Department of Food and Agriculture's Red Imported Fire Ant page: http://www.cdfa.ca.gov/pests/fire_ants/new/index.html

Naumann's NorCal News

Mark Michaud is leaving his position as Superintendent at Pebble Beach Golf Links and will be taking another position on the East Coast....**Peter Galea** has left the Links Course at Half Moon Bay and is now the Superintendent at Pajaro Golf Course in Watsonville. Pete is replacing **Gary Feliciano** who has moved on to another position at Pasadena GC....**Dan Miller**, Superintendent at the Half Moon Bay Golf Courses is in the middle of another construction project. This time there is a reconstruction of the Ocean Course. Nine holes are being completed this year and the balance in the Spring.....

Welcome New Members

James C. McPhilomy	Class A
Cordevalle Golf Club	
Robert Miller	Affiliate
The Scotts Company	
Cameron Wright	Affiliate
Turf & Industrial Equipment	
Bruce Brown	Class C
Bridges Golf Club	
Joel Erickson	Class C
Cordevalle Golf Club	
Ken Vis	Class C
Tilden Park Golf Course	
William Conrad	Class B
Summitpointe Golf Club	
Chris Dalhamer	Class B
Carmel Valley Ranch	

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