



# Making an Impact

## Handout 17

### Case A

**LEGAL BRIEF: Black, Female Technical Inspector Files \$250,000,000 Discrimination Suit Against NASCAR**

Chicago Tribune Wire Reports--Mauricia Grant, has filed a \$250,000,000 lawsuit against NASCAR alleging race and sex discrimination. Ms. Grant, African American, worked as a technical inspector responsible for certifying cars in NASCAR's second-tier Nationwide Series. She worked for NASCAR from January 2005 until she was fired in October 2007, a couple of months after complaining about her mistreatment.

Ms. Grant says she was often called "Nappy Headed Mo" and "Queen Sheba" by her co-workers, had to listen to KKK references from an official, and was repeatedly told that she was on colored people time. Additionally, coworkers made sexual advances to her and exposed their private parts to her. After complaining to supervisors, she was told that her coworkers were "former military guys" and they just had a rough sense of humor. According to the Chicago Tribune, the lawsuit states:

- Grant was forced to work outside more often than the white male officials because her supervisors believed she couldn't sunburn because she was black.
- While riding in the backseat of her car pool at Talladega Superspeedway, co-workers told her to duck as they passed race fans. "I don't want to start a riot when these fans see a black woman in my car," she claims one official said.
- When packing up a dark garage at Texas Motor Speedway an official told Grant: "Keep smiling and pop your eyes out 'because we can't see you."
- When she ignored advances from co-workers, Grant was accused of being gay. She also claimed co-workers questioned the sexual orientation of two other female officials.

**Source: Tribune Wire Reports, June 10, 2008,**

<http://www.chicagotribune.com/sports/chi-mauricia-grant-080610-ht,0,5812051.story>