

UNITED STATES DISTRICT COURT  
FOR THE DISTRICT OF COLUMBIA

JAMES P. REGAN,

Plaintiff,

v.

GRILL CONCEPTS-D.C., INC.,

Defendant.

Civil Action No. 02-884  
(AK)

**FILED**

JAN 18 2005

NANCY MAYER WHITTINGTON, CLERK  
U.S. DISTRICT COURT

VERDICT FORM

HOSTILE WORK ENVIRONMENT

Do you find from a preponderance of the evidence:

1. That Plaintiff James P. Regan was subjected to a hostile work environment?

       YES

  ✓   NO

If your answer is "YES," please go to the next Question.

2. That such hostile work environment was created, or permitted, by a supervisor with

immediate or successively higher authority over Plaintiff?

\_\_\_\_\_ YES

\_\_\_\_\_ NO

If your answer is "YES," please go to the next Question.

3. That Plaintiff James P. Regan suffered damage as a proximate result of such hostile work environment?

\_\_\_\_\_ YES

\_\_\_\_\_ NO

NOTE: If you answered "NO" to any one of the preceding three questions, you need not answer Question 4.

4. That Plaintiff James P. Regan should be awarded damages to compensate for emotional pain and mental anguish?

\_\_\_\_\_ YES

\_\_\_\_\_ NO

If your answer is "YES," in what amount? \$ \_\_\_\_\_

RETALIATION

Do you find from a preponderance of the evidence:

5. That James P. Regan complained of a hostile work environment?

YES

\_\_\_\_\_ NO

If your answer is "YES," please go to the next Question.

6. That Plaintiff's complaints of a hostile work environment were a substantial contributing factor in Grill Concepts' decision to terminate his employment?

\_\_\_\_\_ YES

NO

NOTE: If you answered "NO" to any one of the preceding two questions, you need not answer Question 7.

7. Please indicate the compensatory damages sustained by the Plaintiff as a result,  
\$ \_\_\_\_\_

GENDER DISCRIMINATION

Do you find from a preponderance of the evidence:

8. That James P. Regan complained to Defendant about hostile work environment and/or sexual harassment and racial comments?

YES

\_\_\_\_\_ NO

If your answer is "YES," please go to the next Question.

9. That Mr. Regan's complaints were treated in a materially different manner than complaints by women?

\_\_\_\_\_ YES

NO

If your answer is "YES," please go to the next Question.

10. That the Plaintiff's gender was a substantial and motivating factor in this difference in treatment?

\_\_\_\_\_ YES

\_\_\_\_\_ NO

NOTE: If you answered "NO" to any one of the preceding three questions, you need not answer Question 11.

11. Please indicate the compensatory damages sustained by the Plaintiff as a result,

\$ \_\_\_\_\_

SO SAY WE ALL

DATE: 18 Jan 2005

  
FOREPERSON