

IN THE UNITED STATES DISTRICT COURT  
FOR THE EASTERN DISTRICT OF NORTH CAROLINA  
SOUTHERN DIVISION

NO. 7:15-CV-00164-FL

KEITH WARD, )  
)  
Plaintiff, )  
)  
v. )  
) VERDICT FORM  
AUTOZONERS, LLC, )  
)  
Defendant. )

We, the jury, unanimously answer the questions submitted by the court as follows

COUNT ONE: SEXUAL HARASSMENT  
(HOSTILE WORKING ENVIRONMENT)

1. Did plaintiff establish by a preponderance of the evidence that Christina Atkinson's conduct toward him created a hostile working environment on the basis of his sex, in violation of Title VII of the Civil Rights Act of 1964?

YES  NO

*If your answer to question 1 is "NO," then proceed directly to answer question 7. Do not answer questions 2 through 6.*

*If your answer to question 1 is "YES," then proceed to answer question 2.*

2. Did plaintiff establish by a preponderance of the evidence that defendant knew or should have known of Christina Atkinson's conduct toward him?

YES  NO

*If your answer to question 2 is "NO," then proceed directly to answer question 7. Do not answer questions 3 through 6.*

*If your answer to question 2 is "YES," then proceed to answer question 3.*

3. Did plaintiff establish by a preponderance of the evidence that defendant failed to take prompt and adequate action to stop Christina Atkinson's conduct toward him?

YES  NO

***If your answer to question 3 is "NO," then proceed directly to answer question 7. Do not answer questions 4 through 6.***

***If your answer to question 3 is "YES," then proceed to answer question 4.***

4. What amount of damages, if any, is plaintiff entitled to recover on his sexual harassment claim?

\$ 100,000.00

***Regardless of your answer to question 4, proceed to answer question 5.***

5. Is plaintiff entitled to punitive damages on his sexual harassment claim?

YES  NO

***If your answer to question 5 is "NO," then proceed directly to answer question 7. Do not answer question 6.***

***If your answer to question 5 is "YES," then answer question 6.***

6. What amount of punitive damages, if any, is plaintiff entitled to recover on his sexual harassment claim?

\$ 600,000.00

***Regardless of your answer to question 6, answer question 7.***

COUNT TWO: RETALIATION

7. Did plaintiff establish by a preponderance of the evidence that defendant failed to promote him to a full-time position because he made complaints of sexual harassment, in violation of Title VII of the Civil Rights Act of 1964?

YES \_\_\_\_\_ NO  \_\_\_\_\_

***If your answer to question 7 is "NO," then proceed directly to answer question 11. Do not answer questions 8 through 10.***

***If your answer to question 7 is "YES," then answer question 8.***

8. What amount of damages, if any, is plaintiff entitled to recover on his retaliation claim?

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

***Regardless of your answer to question 8, proceed to answer question 9.***

9. Is plaintiff entitled to punitive damages on his retaliation claim?

YES \_\_\_\_\_ NO \_\_\_\_\_

***If your answer to question 9 is "NO," then proceed directly to answer question 11. Do not answer question 10.***

***If your answer to question 9 is "YES," then answer question 10.***

10. What amount of punitive damages, if any, is plaintiff entitled to recover on his retaliation claim?

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

***Regardless of your answer to question 10, answer question 11.***

COUNT THREE: INTENTIONAL INFLICTION  
OF EMOTIONAL DISTRESS

11. Did plaintiff establish by a preponderance of the evidence that defendant intentionally inflicted severe emotional distress on plaintiff by ratifying Christina Atkinson's conduct?

YES  \_\_\_\_\_ NO \_\_\_\_\_

***If your answer to question 11 is "NO," then you are finished. Do not answer any of the remaining questions.***

***If your answer to question 11 is "YES," then proceed to answer question 12.***

12. What amount of damages, if any, is plaintiff entitled to recover on his intentional infliction of emotional distress claim?

\$ 150,000.00

***Regardless of your answer to question 12, proceed to answer question 13.***

13. Did plaintiff establish by clear and convincing evidence that defendant's intentional infliction of emotional distress was accompanied by fraud, malice, or willful or wanton conduct?

YES  \_\_\_\_\_ NO \_\_\_\_\_

***If your answer to question 13 is "YES," then proceed to answer question 14.***

***If your answer to question 13 is "NO," then you are finished. Do not answer any of the remaining questions.***

14. What amount of punitive damages, if any, is plaintiff entitled to recover on his intentional infliction of emotional distress claim?

\$ 60,000.00