

THE JERSEY JOURNAL

County settles sex suit

Two ex-election staffers get \$200G

By Peter Weiss
Journal staff writer

A sex harassment suit against Hudson County Deputy Superintendent of Elections Betty Outlaw; her son Kareem, who is a former employee of the office; and the county administration, has been settled for \$200,000.

Under the settlement, Frances Farley will receive \$125,000, and Barbara James-Hargrove will get \$75,000.

The settlement was reached last month in U.S. District Court, Newark.

Farley and James-Hargrove no longer work for the elections superintendent. Farley works for the county sheriff's office, and James-Hargrove is in private industry.

The lawsuit was filed in April 1997, when Outlaw was elections superintendent and her son was employed as a voting machine mechanic.

The complaint alleged Kareem Outlaw harassed James-Hargrove by making "repeated offensive physical contact . . . (and) threats to cause harm to (James) in some sexual fashion." It also accused Kareem Outlaw of visiting her home and making telephone calls.

Farley alleged she witnessed Kareem

County settles sexual harassment lawsuit

Continued from Page A1

Outlaw threatening to stab James-Hargrove with a letter opener. The suit also alleged Farley suffered retaliation after she reported Kareem Outlaw's actions to his mother.

Farley charged that after complaining about Kareem Outlaw's actions, Betty Outlaw started monitoring her phone calls.

Attorney D. Gayle Loftis, representing Farley and James-Hargrove, said the settlement demonstrates that "a supervisor has to supervise her employees, whether they're relatives or not . . . Merely asking her son whether he did it is not enough."

Betty Outlaw could not be reached for comment yesterday. Her office said she was out of town. County officials declined a request for comment.

Betty Outlaw remains under fire from the state Commission on Ethical Standards, which is seeking her removal from office on allegations of ethics violations, including hiring family members and soliciting campaign donations. She is fighting the charges.

Attorney D. Gayle Loftis, representing Farley and James-Hargrove, said the settlement demonstrates that "a supervisor has to supervise her employees, whether they're relatives or not . . . Merely asking her son whether he did it is not enough."

A Democrat, Betty Outlaw was county elections superintendent from 1992 until last year when her term expired and Gov. Christie Whitman named Marie Borace, a Republican from North Bergen, as superintendent.

Outlaw then returned to being deputy superintendent, a position she held before becoming superintendent. By law, the deputy must be from the opposite political party as the superintendent.

Tuesday, August 10, 1999

50¢ Home Delivery: \$