

**IN THE UNITED STATES DISTRICT COURT  
FOR THE CENTRAL DISTRICT OF ILLINOIS**

**U.S. EQUAL EMPLOYMENT  
OPPORTUNITY COMMISSION,**

Plaintiff,

v.

**RENT-A-CENTER EAST, INC.,**

Defendant.

No. 16-CV-2222

Magistrate Judge Eric I. Long

**EEOC'S PROPOSED JURY INSTRUCTIONS**

Plaintiff U.S. Equal Employment Opportunity Commission proposes the attached jury instructions.

Respectfully submitted,

s/ Justin Mulaire  
U.S. Equal Employment  
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U.S. Equal Employment  
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**EEOC PROPOSED JURY INSTRUCTION NO. 1**

**GENERAL DAMAGES INSTRUCTION**

If you find that the EEOC has proved its claim against Rent-A-Center, then you must determine what amount of damages, if any, the EEOC is entitled to recover. The EEOC must prove its damages by a preponderance of the evidence.

If you find that the EEOC has failed to prove its claim, then you will not consider the question of damages. <sup>1</sup>

GIVEN: \_\_\_\_\_

MODIFIED: \_\_\_\_\_

DENIED: \_\_\_\_\_

WITHDRAWN: \_\_\_\_\_

\_\_\_\_\_  
UNITED STATES DISTRICT COURT

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<sup>1</sup> Federal Civil Jury Instructions of the Seventh Circuit 3.09.

**EEOC PROPOSED JURY INSTRUCTION NO. 2**

**COMPENSATORY DAMAGES**

You may award compensatory damages only for injuries that the EEOC has proved by a preponderance of the evidence were caused by Rent-A-Center's wrongful conduct.

Your award must be based on evidence and not speculation or guesswork. This does not mean, however, that compensatory damages are restricted to the actual loss of money; they include both the physical and mental aspects of injury, even if they are not easy to measure.

In calculating damages, you should not consider the issue of lost wages and benefits. The court will calculate and determine any damages for past or future lost wages and benefits.

You should only consider the following types of compensatory damages, and no others:

The physical and mental or emotional pain and suffering that Ms. Kerr has experienced. No evidence of the dollar value of physical or mental/emotional pain and suffering has been or needs to be introduced. There is no exact standard for setting the damages to be awarded on account of pain and suffering. You are to determine an amount that will fairly compensate Ms. Kerr for the injury she has sustained.<sup>2</sup>

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<sup>2</sup> Federal Civil Jury Instructions of the Seventh Circuit 3.10 (as modified).

GIVEN: \_\_\_\_\_

MODIFIED: \_\_\_\_\_

DENIED: \_\_\_\_\_

WITHDRAWN: \_\_\_\_\_

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UNITED STATES DISTRICT COURT