

BNP Paribas	BL0202 – Global Markets	
EL0301 – Employee Relations	USD – Not Identifiable LOSS	USD – US Dollar
US – UNITED STATES	North America	

BNP Paribas reaches settlement over offensive Hitler parody video in training sessions

In February 2016, BNP Paribas agreed to pay an undisclosed amount to settle a lawsuit accusing it of improperly dismissing an employee who complained that he had been offended after being made to watch a training video depicting Hitler and a group of Nazi soldiers.

The dispute stems from a video which certain BNP Paribas employees were required to watch during a training seminar in Amsterdam in July 2011. The video was a parody adaptation of the 2004 film Downfall, and portrayed Hitler as Deutsche Bank's CEO and the Nazi soldiers around him as Deutsche Bank executives.

Jean-Marc Orlando, a managing director in BNP Paribas' fixed-income division in New York and Orthodox Jew, complained to his supervisors and other employees that the video had made him feel anxious and uncomfortable and that it offended him as a Jewish person. The film contained uniformed soldiers wearing swastika armbands, and various spoken references to the Nazi regime, including the phrases 'Third Reich', 'my Fuhrer', 'Goebels' and 'a large Polish operation'. The video was played a second time despite Orlando's complaints to managers.

Orlando claimed that after his complaints he received an unusually and suspiciously poor performance evaluation from his superior. He was also not given a bonus and the bank tried to transfer him to France. In May 2012, Orlando was terminated from his position and he subsequently filed a lawsuit against his former employer claiming that he had been subjected to a hostile work environment because of the two showings of the video. Orlando also claimed that colleagues had made a number of anti-Semitic comments during his time at the bank.

Orlando originally sought USD 40 million in monetary and punitive damages. As of 6 May 2016, the terms of the settlement had not yet been released.

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Source(s): http://www.ita.org/2016/05/05/news-opinion/united-states/bank-settles-40m-lawsuit-over-compulsory-hitler-parody-video http://www.thejewishweek.com/news/new-york/40m-settlement-over-banks-nazi-themed-training-video http://www.iimesofisrael.com/bank-settles-40m-lawsuit-over-compulsory-hitler-parody-video/ http://www.reuters.com/article/bnp-lawsuit-discrimination-idUSL1N00N2AR20140606	Related Articles <i>There are no linked loss events</i>
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Event	Published in Media	Date of Occurrence – From	Date of Occurrence – To	Discovery Date	Date of Recognition / Settlement
	04/May/2016	01/Jul/2011	31/Jul/2011	N/A	01/Feb/2016
Loss Amount USD USD Not Identifiable	Loss Amount EURO EUR Not Identifiable	Provision No	Boundary Risk Other Risk		
Industry Event N/A	Scenario EMPREL - Employee Relations	Product PD9900 - Not Product Related	Process PC0901 - HR Management		
Parent Company N/A	ORX Member Yes	Role of Firm LS0303 - Employer	AMA Status N/A		
Cause 1 CS0207 - Workplace Environment	Cause 2 CS0403 - Inadequate Policy / Procedure		Cause 3 N/A		
Counterparty LS0212 - Not Identifiable	Jurisdiction / Choice of Law LS0101 - United States of America		Environmental Volatility LS0401 - Cultural / Social		