



# Maine Human Rights Commission

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## INVESTIGATOR'S REPORT

MHRC Case Numbers: E14-0592 & E14-0729

October 20, 2016

### Falan Copage (Portland)

v.

### Island View Motel<sup>1</sup> (Old Orchard Beach) & Mark Kramer (Old Orchard Beach)

#### Summary of Case:

Complainant Falan Copage worked for Respondent Island View Motel ("Motel") as a housekeeper between May and June 2014. She alleged that Respondents Motel and its manager Mark Kramer ("Kramer") discriminated against her based on her sex when they subjected her to sexual harassment in the workplace. Respondent Motel denied the allegations, stating that it was not informed of Complainant's complaints. Respondent Kramer denied the allegations, stating that Complainant failed to show up for work. The Investigator conducted a preliminary investigation, which included reviewing all documents submitted by the parties and an Issues and Resolution Conference ("IRC"). Based upon all of this information, the Investigator recommends that the Maine Human Rights Commission find reasonable grounds to believe that Respondent Motel unlawfully discriminated against Complainant based on her sex and that Respondent Kramer unlawfully interfered with Complainant's right to be free of sexual harassment in the workplace.

#### Jurisdictional Data:

- 1) Dates of alleged discrimination: May 2014 through June 2014.
- 2) Date complaint filed with the Maine Human Rights Commission ("Commission"): October 29, 2014.
- 3) Respondent has one employee and is subject to the Maine Human Rights Act ("MHRA"), as well as state employment regulations.
- 4) Complainant is represented by Robert A. Levine, Esq. Respondents are not represented by counsel.

#### IV. Development of Facts:

- 1) Complainant provided the following in support of her claims:

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<sup>1</sup> Complainant's complaint listed Respondent's name as Island View Motel. Respondent Island View Motel provided that its legal name is the "Kramer Properties LLC" doing business as Island View Motel. Because Complainant has not amended her complaint to use Respondent's legal name, the name used by Complainant has been retained.