



Maine Human Rights Commission

51 State House Station, Augusta, ME 04333-0051

Physical location: 19 Union Street, Augusta, ME 04330

Phone (207) 624-6290 ▪ Fax (207) 624-8729 ▪ TTY: Maine Relay 711

www.maine.gov/mhrc

Amy M. Sneirson
EXECUTIVE DIRECTOR

Barbara Archer Hirsch
COMMISSION COUNSEL

INVESTIGATOR'S REPORT

E14-0661

April 24, 2016

Shasta Roy (Richmond)

v.

Theodore's Seamless Gutters (Augusta)

I. Complainant's Complaint:

Complainant Shasta Roy alleged that Respondent Theodore's Seamless Gutters ("Theodore's"), and specifically its owner ("Owner"), subjected her to a sexually hostile work environment, discharged her due to her sex, and retaliated against her for reporting and opposing the sexual harassment she was experiencing.

II. Respondent's Answer:

Theodore's received notice of the complaint, but did not provide any information during this investigation.

III. Jurisdictional Data:

- 1) Dates of alleged discrimination: mid-2013 through June 20, 2014.
- 2) Date complaint filed with the Maine Human Rights Commission ("Commission"): November 19, 2014.
- 3) Complainant provided that Respondent has fewer than 15 employees. Respondent is subject to the Maine Human Rights Act, ("MHRA") and the Maine Whistleblowers' Protection Act ("WPA"), as well as state employment regulations.
- 4) Neither Complainant nor Respondent is represented by counsel.
- 5) Investigative methods used: A thorough review of the written materials provided by Complainant. Respondent did not respond to the Commission's efforts to reach it, and did not provide any information. This preliminary investigation is believed to be sufficient to enable the Commissioners to make a finding of "reasonable grounds" or "no reasonable grounds."

IV. Development of Facts:

- 1) The parties in this case are as follows: