



Maine Human Rights Commission

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INVESTIGATOR'S REPORT

E15--0546

July 11, 2016

Elizabeth Schneider (Portland)

v.

**Sunshine Pathways LLC;
Sunshine Corporation Holdings LLC;
Patrick Thompson (Nashville, TN)**

I. Complainant's Complaint:

Complainant alleged that her employment was terminated after she engaged in protected activity under the Maine Whistleblowers' Protection Act.

II. Respondent's Answer:

Respondents had notice of Complainant's allegations and declined to provide any response.

III. Jurisdictional Data:

- 1) Dates of alleged discrimination: July 10, 2015 to August 26, 2015.
- 2) Date complaint filed with the Maine Human Rights Commission ("Commission"): November 30, 2015.
- 3) Sunshine Pathways, LLC and Sunshine Corporate Holdings, LLC, which are owned by Patrick Martin Thompson, have fewer than 15 employees. the Respondents are subject to the Maine Human Rights Act ("MHRA"), the Maine Whistleblowers' Protection Act ("WPA"), and state employment regulations.
- 4) Complainant is represented by Chad T. Hansen, Esq. Respondents are not represented by counsel.
- 5) Investigative methods used: A thorough review of the written materials provided by Complainant. This preliminary investigation is believed to be sufficient to enable the Commissioners to make a finding of "reasonable grounds" or "no reasonable grounds" here.

IV. Development of Facts:

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