



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/mlhrc

Amy M. Sneirson
EXECUTIVE DIRECTOR

Barbara Archer Hirsch
COMMISSION COUNSEL

INVESTIGATOR'S REPORT

MHRC No. E16-0181

March 22, 2018

Helen Crabtree (Auburn)

v.

**Central Maine Medical Center (Lewiston) &
Maine College of Health Professionals (Lewiston)¹**

I. Summary of Case:

While Complainant Helen Crabtree was a student at Maine College of Health Professionals ("College"), an educational institution, she interviewed and was in the process of being hired for a job with Central Maine Medical Center ("CMMC" or "Respondent"). Complainant alleged that Respondent, a hospital, discriminated against her based on her religion when it failed to grant a reasonable accommodation request and later rescinded its job offer. Complainant also alleged that College discriminated against her based on her religion when it failed to grant her reasonable accommodation request and influenced CMMC's decision to rescind her job offer.² Respondent denied discrimination, and stated that granting Complainant's accommodation request year-round would be an undue burden. The Investigator conducted a preliminary investigation, which included reviewing the documents submitted by the parties, holding an Issues and Resolution Conference ("IRC"), and requesting additional information. Based on this information, the Investigator recommends finding that there are no reasonable grounds to believe that College discriminated against Complainant based on her religion, and also finding that there are reasonable grounds to believe that CMMC discriminated against Complainant based on her religion.

II. Jurisdictional Data:

- 1) Dates of alleged discrimination: August 31, 2015.
- 2) Date complaint filed with the Maine Human Rights Commission ("Commission"): April 7, 2016.

¹ Complainant's complaint listed a second respondent's name as Maine College Health Professionals ("College"). Respondent provided that this entity's legal name is "Maine College Health Professions". Because Complainant did not amend her complaint, the name she used has been retained.

² Complainant named College because she believed it was involved in CMMC's response to her reasonable accommodation request and the rescission of her job offer. The record does not reflect that College had any control or involvement in the decisions made by CMMC, and Complainant conceded that College likely did not know about her request for reasonable accommodations. Given the lack of involvement by College, claims against it will not be analyzed further. Accordingly, the term "Respondent" will refer to CMMC only.