



# 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](http://www.maine.gov/mhrc)

Amy M. Sneirson  
EXECUTIVE DIRECTOR

Barbara Archer Hirsch  
COMMISSION COUNSEL

## INVESTIGATOR'S REPORT

E16-0267

March 2, 2017

**Tasha Patneau (Roxbury)**

v.

**Andover General Store (Andover)**

### **I. Summary of Case:**

Complainant worked for Respondent as a Kitchen Manager from August of 2015 until March 28, 2016. Complainant alleged that Respondent discriminated against her on the basis of sex and disability by demoting her and cutting her hours. Respondent, a general store, did not deny discrimination. The Maine Human Rights Commission Investigator conducted a preliminary investigation, which included a thorough review of the materials submitted by the Complainant and consideration of Respondent's determination not to submit any defense. Based on this information, the Investigator recommends that the Commission find that there are reasonable grounds to believe that Respondent discriminated Complainant in this case.<sup>1</sup>

### **II. Jurisdictional Data:**

- 1) Date of alleged discrimination: March 28, 2016.
- 2) Date complaint filed with the Maine Human Rights Commission ("Commission"): May 23, 2016.
- 3) Respondent is subject to the Maine Human Rights Act ("MHRA") and state employment regulations.
- 4) The parties are not represented by counsel in this case.

### **IV. Development of Facts:**

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

On March 28, 2016 Respondent demoted her from Kitchen Manager, gave her position to a male Employee, cut her pay by \$2/hour and reduced her hours from 40 to 22 per week. Her boss told her that she was demoted and her hours were cut due to health conditions that were preventing her from doing her job, and due to the fact that she had a family. Her boss told her that the new Kitchen Manager would be better for the position because he is a single male with no responsibilities. She believes Respondent discriminated against her based on sex and actual or perceived disability.

<sup>1</sup> The Commission sent notices of the complaint to Respondent's business address and to its registered agent. The Commission's mailings to Respondent were not returned to the Commission and therefore were deemed received.