



Maine Human Rights Commission

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INVESTIGATOR'S REPORT

E16-0281

November 18, 2016

Jessica L. Locklear (Westbrook)

v.

AJ's Market (Westbrook)

Summary of Case:

Complainant, who applied for and briefly worked in a cashier position at Respondent's store, alleged that Respondent's ("Owner") sexually harassed her repeatedly over her first few days of employment, which forced her to quit her job. Respondent did not file any response to Complainant's Maine Human Rights Commission charge. The Investigator conducted a preliminary investigation, which included reviewing the documents submitted by Complainant. Based upon this information, the Investigator recommends that the Commission find reasonable grounds to believe that Complainant was discriminated against on the basis of her sex.

Jurisdictional Data:

- 1) Dates of alleged discrimination: 3/19/2016.
- 2) Date complaint filed with the Maine Human Rights Commission ("Commission"): 6/6/2016.
- 3) Respondent employs fewer than 15 individuals and is required to abide by the non-discrimination provisions of the Maine Human Rights Act ("MHRA") and state employment regulations.
- 4) Neither party is represented by legal counsel.

IV. Development of Facts:

- 1) Complainant provided the following in support of her claims:
 - a) In mid-March 2016, she went to Respondent's store to see if they were hiring, and asked Owner to call her if a position became available. Three days later, Owner called to advise her to come in for training on 3/13/2016. Two days later, she dropped off requested documents at the store.
 - b) On 3/17/2016, Owner called Complainant to advise her that he would be coming to her home to drop off her documents. When he arrived, he asked her to go with him to a sports bar to talk about the job.