



Maine Human Rights Commission

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INVESTIGATOR'S REPORT

MHRC Case No. E16-0449

October 11, 2018

Lynn Keeran (Eddington)

v.

Discovery House¹ (Bangor)

Summary of Case:

Complainant, who worked as an administrative assistant for Respondent, a drug treatment facility, alleged that she was subjected to unlawful discrimination in employment because of her sex, and retaliated against for reporting the discrimination she experienced. Respondent denied discrimination or retaliation and stated that Complainant was discharged for slandering Respondent's management. The Investigator conducted a preliminary investigation, which included reviewing the documents submitted by the parties and holding a Fact Finding Conference ("FFC"). Based upon this information, the Investigator recommends a finding that there are reasonable grounds to believe Complainant was discriminated against on the basis of sex and retaliated against for engaging in protected activity.

Jurisdictional Data:

- 1) Dates of alleged discrimination: 12/16/2015.
- 2) Date complaint filed with the Maine Human Rights Commission ("Commission"): 10/20/2016.
- 3) Respondent employs a number of individuals in excess of the jurisdictional requirements of state and federal law, and is subject to the Maine Human Rights Act ("MHRA"), Title VII of the Civil Rights Act of 1964, as amended, the Maine Whistleblowers' Protection Act, and state and federal employment regulations.
- 4) Complainant is not represented by counsel. Respondent is represented by Brittany Stancombe Hopper, Esq.

IV. Development of Facts:

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

Complainant worked as an administrative assistant to Respondent's Program Manager ("Manager") and

¹ Complainant named "Discovery House" as the Respondent in her complaint; Respondent provided that its legal name is "Discovery House – BR, Inc." Because Complainant did not amend her complaint, the name she used has been retained.