



Maine Human Rights Commission

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INVESTIGATOR'S REPORT

MHRC Case No. E16-0467

May 18, 2017

Naomi R. Cesare (Auburn)

v.

Hudson Bus Lines/Student Transportation of America (Lewiston)

I. Summary of Case:

Complainant Naomi R. Cesare was employed by Respondent Hudson Bus Lines/Student Transportation of America ("HBL"), a provider of student bus transportation services, as a bus aide from November 16, 2010 through August 24, 2016. Complainant alleged that HBL discriminated against her based on her age when it discharged her from her employment; Respondent did not respond to the complaint in this case.¹ The Investigator conducted a preliminary investigation, which included review of all the documents submitted by the Complainant. Based upon Complainant's information, the Investigator recommends that the Commission find that there are reasonable grounds to believe that HBL unlawfully discriminated against Complainant based on her age.

II. Jurisdictional Data:

- 1) Dates of alleged discrimination: August 8, 2016 to August 24, 2016.
- 2) Date complaint filed with the Maine Human Rights Commission ("Commission"): November 2, 2016.
- 3) HBL has approximately 60 employees and is subject to the Maine Human Rights Act ("MHRA"), the Age Discrimination in Employment Act ("ADEA"), and state and federal employment regulations.
- 4) Complainant is represented by Rebecca S. Webber, Esq. HBL is not represented by counsel.

¹ The Commission notified HBL of the complaint in this case via U.S. Mail on November 14, 2016; the letter was not returned by U.S. Mail and is deemed received. On March 1, the Investigator sent notice that she was assigned to the case, and that the evidentiary record would be closed as of March 31, 2017, to the same address; that notice was returned to the Commission marked "Return to Sender" on March 13, 2017. The Investigator called HBL on March 15, 2017, confirmed it had moved its office, and re-sent the March 1 notice that day; the notice was not returned and is deemed received. Given HBL's notice of and opportunity to participate in this investigation, the Investigator presumes that HBL has chosen not to respond or provide a defense to the complaint.