



# Maine Human Rights Commission

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## INVESTIGATOR'S REPORT

MHRC Case No. E17-0162

July 30, 2018

**Amanda Dube (Hallowell)**

v.

**Red's Pizza and Grill<sup>1</sup> (Gardiner)**

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

Complainant, who worked for Respondent as a line cook, alleged that Respondent discriminated against her based on her sex when it subjected her to a hostile work environment, resulting in her constructive discharge. Respondent, a restaurant, denied discrimination and asserted that Complainant quit before it was able to act on her complaints. The Investigator conducted a preliminary investigation, which included reviewing the documents submitted by the parties, requesting additional information, and holding an Issues and Resolution Conference ("IRC").<sup>2</sup> Based upon this information, the Investigator recommends a finding that there are reasonable grounds to believe that Respondent unlawfully discriminated against Complainant based on sex.

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

- 1) Dates of alleged discrimination: June 2016 to January 22, 2017.
- 2) Date complaint filed with the Maine Human Rights Commission ("Commission"): April 3, 2017.
- 3) Respondent is an employer that is subject to the Maine Human Rights Act ("MHRA") and state employment regulations.
- 4) Neither party is represented by counsel.

### **III. Development of Facts:**

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

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<sup>1</sup> Complainant named Respondent as Red's Pizza and Grill. Respondent provided that its legal name is Red's Pizza & Grill, Inc. As Complainant did not amend her complaint, the name she used has been retained.

<sup>2</sup> Respondent did not appear for the IRC.