



# Maine Human Rights Commission

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## INVESTIGATOR'S REPORT

**MHRC Case No. E17-0400**

August 1, 2018

**Adrian D. Moss (Winter Haven, FL)**

v.

**Brock Services LLC (Portland)<sup>1</sup>**

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

Complainant Adrian Moss, who works as a scaffold builder for Respondent Brock Services LLC, an industrial services company, alleged that he was discriminated against due to his race and color when he was subjected to a hostile work environment. Respondent denied discrimination and asserted that Complainant was not subjected to a hostile work environment; Respondent further provided that if Complainant was harassed, it took prompt and appropriate action on the information he reported. The Investigator conducted a preliminary investigation, which included reviewing the documents submitted by the parties, holding an Issues and Resolution Conference ("IRC"), and requesting additional information. Based upon this information, the Investigator recommends a finding that there are reasonable grounds to believe Respondent unlawfully discriminated against Complainant based on his race and color.

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

- 1) Dates of alleged discrimination: September 2010 to July 2017.
- 2) Date complaint filed with the Maine Human Rights Commission ("Commission"): November 2, 2017.
- 3) Respondent has more than 15 employees and is subject to the Maine Human Rights Act ("MHRA"), Title VII of the Civil Rights Act of 1964, and state and federal employment regulations.
- 4) Complainant is represented by Lisa Butler, Esq. Respondent is represented by Travis Odom, Esq.

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

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

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<sup>1</sup> Complainant named Respondent as "Brock Services LLC"; Respondent provided that its legal name is Brock Services, LLC. As Complainant did not amend his complaint, the name he used has been retained.