



Maine Human Rights Commission

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INVESTIGATOR'S REPORT

E17-0476

August 22, 2018

Sharron Denbow (Bangor)

v.

Shade Doctor of Maine, LLC (Brewer)

Summary of Case:

Complainant, who worked as a crew member for Respondent, a seller of window shades, alleged that she was subjected to unlawful discrimination in employment when she was sexually harassed, ultimately leading to her constructive discharge. Respondent denied discrimination and stated that Complainant voluntarily resigned. The Investigator conducted a preliminary investigation, which included reviewing the documents submitted by the parties. Based upon this information, the Investigator recommends a finding that there are reasonable grounds to believe Complainant was discriminated against in employment on the basis of sex.

Jurisdictional Data:

- 1) Dates of alleged discrimination: 10/3/2017.
- 2) Date complaint filed with the Maine Human Rights Commission ("Commission"): 10/23/2017.
- 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, and state and federal employment regulations.
- 4) Complainant is represented by Arthur J. Greif, Esq. Respondent is not represented by counsel.

IV. Development of Facts:

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

Respondent's co-owner¹ ("Owner") sexually harassed Complainant by making sexual comments, touching her, and exposing himself to her while working in his home office. Complainant tried to stop Owner's touching by telling him she was not "touchy-feely" and that she did not like to be touched. She also complained about Owner's behavior to the Operations Manager ("Manager"), who told her she would have to put up with it. The month prior to resigning, Owner called her to his office twice. Both

¹ The company is co-owned by "Owner" and his wife ("Wife").