



Maine Human Rights Commission

51 State House Station, Augusta, ME 04333-0051

Physical location: 19 Union Street, Augusta, ME 04330

Phone (207) 624-6290 ▪ Fax (207) 624-8729 ▪ TTY: Maine Relay 711

www.maine.gov/mhrc

Amy M. Sneirson
EXECUTIVE DIRECTOR

Barbara Archer Hirsch
COMMISSION COUNSEL

INVESTIGATOR'S REPORT

E17-0514

December 14, 2018

Victoria A. Schreiber (Minot)

v.

The Medicine Shoppe (Lewiston)

Summary of Case:

Complainant, who worked as a technician for Respondent, a pharmacy, alleged that she was subjected to unlawful discrimination (hours reduced) because of her sex and/or disability. Respondent denied discrimination and stated that Complainant's hours were reduced because she failed to work a full-time schedule. The Investigator conducted a preliminary investigation, which included reviewing the documents submitted by the parties and holding a Fact Finding Conference. 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/or disability.

Jurisdictional Data:

- 1) Dates of alleged discrimination: 10/12/2017.
- 2) Date complaint filed with the Maine Human Rights Commission ("Commission"): 11/20/2017.
- 3) Respondent is subject to the Maine Human Rights Act ("MHRA"), the Americans With Disabilities Act ("ADA"), Title VII of the Civil Rights Act of 1964, as amended, and state and federal employment regulations.
- 4) Complainant is not represented by legal counsel. Respondent is represented by James E. Belleau, Esq.

IV. Development of Facts:

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

Complainant, who has a disability, worked for Respondent as a pharmacy technician. Her condition required periodic medical treatment. She became pregnant and informed her employer. Complainant's doctor recommended scheduled breaks and limited her daily hours. The pharmacy manager ("Manager") seemed upset by the note. The following week, Complainant was disciplined for not taking breaks as her doctor had