



# Maine Human Rights Commission

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## INVESTIGATOR'S REPORT

MHRC No.: E18-0199

December 13, 2019

**Linda J. Gastonquay (Freeport)**

v.

**Amatoes (Freeport)<sup>1</sup>**

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

On May 21, 2018, Complainant filed her Complaint with the Maine Human Rights Commission (“Commission”) alleging that Respondent retaliated against her.<sup>2</sup> Respondent provided no response as part of this investigation.<sup>3</sup>

### **II. Summary of Investigation:**

The Investigator reviewed the following documents as part of the investigation: (i) complaint filed by Complainant on May 21, 2018.

### **IV. Analysis:**

The Maine Human Rights Act (“MHRA”) requires the Commission to “determine whether there are reasonable grounds to believe that unlawful discrimination has occurred.” 5 M.R.S. § 4612(1)(B). The Commission interprets the “reasonable grounds” standard to mean that there is at least an even chance of Complainant prevailing in a civil action.

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<sup>1</sup> Complainant named Amatoes as the Respondent in her complaint. Respondent’s legal name is Amato’s of Freeport LLC (“Amato’s”). Complainant did not amend her complaint to use the name Respondent provided, so the name she used has been retained.

<sup>2</sup> Complainant also alleged age and disability discrimination but there is no evidence in the record to support these allegations.

<sup>3</sup> Respondent was contacted by mail on May 29, 2018, September 27, 2018, June 7, 2019, September 10, 2019, and October 3, 2019. The owner of Amato’s (“Owner”) submitted a document on July 13, 2018, stating that Amato’s is closed and has no assets.