



# Maine Human Rights Commission

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## INVESTIGATOR'S REPORT

PA15-0216

April 25, 2017

**Danny Dalton (United Kingdom)**

v.

**Maine Medical Center (Portland)**

### Summary of Case:

Complainant, who is transgender and identifies as male, alleged that he was treated differently on the basis of his gender identity when he was informed by a security guard ("Guard") at Respondent's hospital that he had to use the women's room if he had "lady parts." Respondent denied discrimination and stated that Guard offered Complainant directions to the other bathroom based on Complainant's appearance as "an attractive woman." The Investigator conducted a preliminary investigation, which included reviewing all of the documents submitted by the parties and holding a Fact Finding Conference ("FFC"). Based upon all of this information, the Investigator recommends that the Commission find reasonable grounds to believe that Complainant was discriminated against on the basis of his gender identity.

### Jurisdictional Data:

- 1) Dates of alleged discrimination: 2/15/2015.
- 2) Date complaint filed with the Maine Human Rights Commission ("Commission"): 5/11/2015.
- 3) Respondent Maine Medical Center ("MMC") is a place of public accommodation and is subject to the Maine Human Rights Act ("MHRA") and state rules and regulations.
- 4) Complainant is represented by Zack Paakkonen, Esq. Respondent is represented by Nicole Lorenzatti, Esq.

### IV. Development of Facts:

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

Complainant is transgender. He was assigned female at birth but identifies as male and has a male gender identity. On 2/15/2015, he used the men's bathroom at MMC. Upon exiting the bathroom, Guard told him, "That is the men's bathroom ma'am, the women's bathroom is that way," which upset and confused Complainant because he does not dress in a feminine manner. Complainant, his partner, and his partner's mother all spoke to the Guard, who continued to assert that if Complainant had "lady parts"