

ALASKA STATE COMMISSION FOR HUMAN RIGHTS  
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BEFORE THE ALASKA STATE COMMISSION FOR HUMAN RIGHTS  
ON REFERRAL TO THE OFFICE OF ADMINISTRATIVE HEARINGS

ALASKA STATE COMMISSION FOR )  
HUMAN RIGHTS, STEPHEN KOTEFF,) )  
ACTING EXECUTIVE DIRECTOR,\* )  
ex rel. MICHAEL HANSEN, )  
 )  
Complainant, )  
 )  
v. )  
 )  
THE NEW PRINTER'S WORKSHOP, )  
 )  
Respondent. )  
\_\_\_\_\_ )

ASCHR No. J-07-093  
OAH No. 99-0299-HRC

**FIRST AMENDED ACCUSATION**

Complainant, Stephen Koteff, Acting Executive Director of the Alaska State Commission for Human Rights, ex, el. Michael Hansen, submits the following Accusation against respondent The New Printer's Workshop.

1. The New Printer's Workshop is a business in Anchorage, Alaska, and owned by Jerry Crider.
2. Michael Hansen was employed by New Printer's Workshop from March of 2004 until May 14, 2007.
3. On April 13, 2007, Mr. Hansen filed a complaint with the Alaska State Commission for Human Rights ("the Commission") alleging that he was not given the same treatment as his female coworker Ellen Kubiak with regards to time off.

\_\_\_\_\_  
\* Paula M. Haley has recused herself from participation in this matter and has delegated her authority to act as Executive Director to the Commission's Chief of Enforcement, Stephen Koteff.

1           4.       On April 20, 2007, the Commission mailed the complaint to The New  
2 Printer's Workshop; Respondent acknowledged receipt on the same date.

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4           5.       Prior to the service of the April 13, 2007 complaint, Respondent intended  
5 to terminate either Mr. Hansen or Ms. Kubiak because of recurring conflicts between the  
6 two employees.

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8           6.       After the service of the April 13, 2007 complaint, Nelson **Robinson** heard  
9 Mr. Crider state he intended to terminate Mr. Hansen.

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11           7.       At sometime during Mr. Hansen's employment with Respondent, Mr.  
12 Crider informed Mr. Hansen that due to Mr. Hansen's problems getting along with Ellen  
13 Kubiak, that he was "going to let one of them go."

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15           8.       On the evening of May 11, 2007, Mr. Hansen and Mr. **Robinson** went out  
16 for drinks together after work, leaving Mr. Hansen's bicycle at the New Printer's  
17 Workshop. When they returned to the office, the locks had been changed.

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19           9.       Mr. Hansen and Mr. **Robinson** called Ellen Kubiak and asked her why the  
20 locks had been changed; Ms. Kubiak said that Mr. Crider was mad at Mr. Hansen for  
21 filing a complaint.

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23           10.      On the morning of May 12, 2007, Mr. Crider refused to allow Mr. Hansen  
24 to resume work, but allowed Mr. Hansen to collect his belongings from the New Printer's  
25 Workshop when Mr. Hansen threatened to call 911.

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28 First Amended Accusation

*ASCHR, Stephen Koteff, Acting Executive Director, ex rel. Michael Hansen v. The New  
Printer's Workshop, ASCHR No. J-07-093, OAH No. 99-0299-HRC*



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**PRAYER FOR RELIEF**

Wherefore Complainant asks for the following relief:

That the Commission issue an Order declaring that Respondent violated AS 18.80.220 by terminating Mr. Hansen's employment in retaliation for his filing a complaint of discrimination.

That the Commission issue an Order directing Respondent to provide "back pay" in the amount of wages and benefits Mr. Hansen would have been paid by Respondent had he continued to work for Respondent, minus the wages Mr. Hansen earned from other sources to replace this income, plus interest at the applicable legal rate, from May 12, 2007, the date of retaliation, until the date of the Commission Order.

That the Commission issue an order directing Respondent to provide "front pay" to complainant for the period beginning with the date of the Commission's decision to the statutory maximum.

That the Commission issue an Order directing Respondent to adopt and disseminate a policy of nondiscrimination under the Alaska Human Rights Law that includes, but is not limited to, a policy prohibiting retaliation.

5. That the Commission issue an Order directing Respondent to require training on the provisions of the Alaska Human Rights Law, with specific emphasis on the provisions prohibiting discrimination based on retaliation for all its Alaska based supervisors and managers.

First Amended Accusation

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Respectfully submitted this 28<sup>th</sup> day of July 2009.

ALASKA STATE COMMISSION  
FOR HUMAN RIGHTS

By: \_\_\_\_\_ /s/

Lauri J. Owen  
Human Rights Attorney  
Alaska Bar No. 0705032

First Amended Accusation

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