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BEFORE THE ALASKA STATE COMMISSION FOR HUMAN RIGHTS

ALASKA STATE COMMISSION FOR )  
HUMAN RIGHTS, PAULA M. )  
HALEY, EXECUTIVE DIRECTOR )

Complainant, )

v. )

ASCHR No. J-07-233

HARBOR CROWN SEAFOODS, INC. )

Respondent. )

ACCUSATION

Paula M. Haley, Executive Director of the Alaska State Commission for Human Rights, hereby alleges the following against Respondent Harbor Crown Seafoods, Incorporated:

1. At all times relevant, and for the purposes of this Accusation, Respondent Harbor Crown Seafoods, Inc. ("Harbor Crown"), was an employer as that term appears in AS 18.80.220 and as defined by AS 18.80.300(5).

2. James Nordin was the plant manager at Harbor Crown at the time the events alleged in this Accusation occurred.

3. Beginning on or before March 10, 2007, James Nordin discriminated against the Filipino employees of Harbor Crown because of their race, Asian, and national origin, Filipino, by subjecting them to frequent, severe and pervasive discriminatory harassment, including physical abuse, degrading comments and

1 insulting treatment, that altered the terms, conditions, or privileges of the Filipino  
2 employees' employment and created a hostile work environment.

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4 4. Mr. Nordin's physical abuse included at least one incident in which  
5 Mr. Nordin placed his hands around a male Filipino employee's neck and strangled  
6 him. This incident occurred at Respondent's place of business, during the Filipino  
7 employee's shift, and was witnessed by several other employees.

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9 5. Mr. Nordin's physical abuse also included instances in which he  
10 walked through Respondent's business, approached a Filipino employee, grabbed the  
11 employee's hands, jerked the employees' hands away from his or her task, and told  
12 the employee to "get the f--k out!"

13  
14 6. Mr. Nordin's degrading comments and insulting treatment included  
15 instances when he yelled "f--king Filipinos!" during walk-throughs of Respondent's  
16 place of business, in several Filipino employees' presence, and that on many  
17 occasions he told Filipino workers that Filipinos were "stupid" and "lazy."

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19 7. Mr. Nordin's degrading comments and insulting treatment also  
20 included times when Mr. Nordin called Black employees "niggers" and Mexican  
21 employees "wetbacks" to the employees or in their presence.

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23 8. The harassment described in paragraphs 3, 5, 6, and 7 above occurred  
24 several times every day and in the presence of other employees.  
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28 **ACCUSATION** – Page 2 of 4

*ASCHR, Paula M. Haley, Executive Director v. Harbor Crown Seafoods, Inc.,*  
ASCHR No. J-07-233

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**CAUSE OF ACTION:  
RACE- AND NATIONAL ORIGIN-BASED DISCRIMINATION BY  
CREATION OF A HOSTILE WORK ENVIRONMENT,  
A VIOLATION OF AS 18.80.220(a)(1)**

1. Paragraphs 1-8 above are realleged and incorporated herein.
2. Harbor Crown employed numerous Filipino workers between March 10, 2007, and the present.
3. Beginning on or before March 10, 2007, James Nordin discriminated against the Filipino employees of Harbor Crown because of their race, Asian, and national origin, Filipino, by subjecting them to severe and pervasive discriminatory harassment, including physical abuse, degrading comments and insulting treatment, that altered the conditions of the Filipino employees' employment and created a hostile work environment, which is a violation of AS 18.80.200(a)(1).

**PRAYER FOR RELIEF**

Wherefore the Executive Director asks for the following relief:

1. That the Commission issue an order declaring that Respondent violated AS 18.80.220(a)(1) by subjecting its Filipino employees to discriminatory harassment and a hostile work environment based on their race, Asian, and their national origin, Filipino.

