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BEFORE THE ALASKA STATE COMMISSION FOR HUMAN RIGHTS

ALASKA STATE COMMISSION FOR )  
HUMAN RIGHTS, PAULA M. )  
HALEY, EXECUTIVE DIRECTOR, )  
*ex rel.* BABETTE KRAMP, )

Complainant, )

v. )

ASCHR No.J-09-278

STATE OF ALASKA, DEPT. OF )  
TRANSPORTATION AND PUBLIC )  
FACILITIES, HIGHWAYS AND )  
PUBLIC FACILITIES, )

Respondent. )

ACCUSATION

Paula M. Haley, Executive Director of the Alaska State Commission for Human Rights, *ex rel.* Babette Kramp, hereby alleges the following against Respondent State of Alaska, Department of Transportation and Public Facilities, Highways and Public Facilities (hereinafter DOT&PF):

1. Respondent DPT&PF employed Babette Kramp as a seasonal equipment operator from January to December 2009.

2. During her 2009 employment with Respondent, Ms. Kramp first worked until approximately April 15 on a snow removal crew. Ms. Kramp thereafter worked on a summer bridge crew, until October, and again returned to the snow removal crew in November until her resignation in December.

3. Ms. Kramp was the only female employee on the summer bridge crew.

1           4.       During her employment on Respondent's bridge crew, George Hamrick,  
2 Respondent's bridge crew supervisor, subjected Ms. Kramp to ridicule and derogatory  
3 comments because of her sex. At one point Mr. Hamrick told Ms. Kramp that she should  
4 not be on the crew and should instead be at home raising her child where she belonged.

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6           5.       At another point, Mr. Hamrick sought Ms. Kramp's removal from the  
7 bridge crew. Steve Banse, the bridge crew foreman, refused to remove Ms. Kramp from  
8 the crew because she had done nothing to warrant removal.

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10          6.       Ms. Kramp complained about Mr. Hamrick's treatment of her. Thereafter,  
11 Respondent's station foreman, Ed Caress, offered to transfer Ms. Kramp to another crew,  
12 but Ms. Kramp declined.

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14          7.       Respondent took no further action in response to Ms. Kramp's complaints.

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16          8.       In November 2009, Ms. Kramp received permission from her supervisor,  
17 Kurt Koehler, to use a spare snow removal machine because the machine that had been  
18 assigned to her was not working properly.

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20          9.       One of Ms. Kramp's male coworkers complained about Ms. Kramp's use  
21 of the machine because he believed it had been assigned to him.

22          10.      After her coworker complained, Ms. Kramp was reprimanded for using the  
23 machine by Mr. Caress, despite the fact that Ms. Kramp's supervisor had given her  
24 permission to use it.

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26                   **FIRST CAUSE OF ACTION—DIFFERENT TERMS AND CONDITIONS**  
27                           **BECAUSE OF SEX**  
28                                   **A VIOLATION OF AS 18.80.220(a)(1)**

11.      Paragraphs 1-10 above are realleged and incorporated herein.  
ACCUSATION—Page 2

*ASCHR, Paula M. Haley, Executive Director, ex rel. Babette Kramp v. State of Alaska,*  
*Dept. of Transportation & Public Facilities, ASCHR No. J-09-278*



