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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.*,)
CONNOR CARLE,)
)
Complainant,)
)
v.)
)
SULLIVAN’S OF ALASKA, INC., d/b/a)
SULLIVAN’S STEAKHOUSE,)
)
Respondent.)

ASCHR No. J-12-193

ACCUSATION

Paula M. Haley, Executive Director of the Alaska State Commission for Human Rights, *ex rel.* Connor Carle, hereby alleges the following against Respondent Sullivan’s of Alaska, Inc., d/b/a Sullivan’s Steakhouse:

1. Respondent Sullivan’s of Alaska, Inc. is an Alaska corporation doing business as a licensed restaurant, Sullivan’s Steakhouse, located at 320 West 5th Avenue, Anchorage, Alaska (“Sullivan’s Steakhouse”).

2. Connor Carle was hired by Sullivan’s Steakhouse in or about October 2011 as a busser and food runner to clean, stock, and set dining tables and surrounding food service areas. Mr. Carle was born on April 6, 1994, and was under the age of eighteen at the time he was hired and throughout the duration of his employment at Sullivan’s Steakhouse.

1 3. On or about December 29, 2011, Todd Endres, the general manager at
2 Sullivan’s Steakhouse, held a mandatory meeting on the restaurant premises which was
3 attended by several minor employees. Mr. Endres announced a new policy barring the
4 employment of individuals under the age of eighteen years. Sullivan’s Steakhouse
5 immediately terminated the employment of Mr. Carle and at least four other minor
6 employees.
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9 4. Since December 29, 2011, Sullivan’s Steakhouse has maintained a policy
10 and practice of discriminating against minors by failing to hire or rehire anyone under
11 the age of eighteen.
12

13 **FIRST CAUSE OF ACTION**
14 **DISCRIMINATION BECAUSE OF AGE**
15 **A VIOLATION OF AS 18.80.220(a)(1)**

- 16 5. Paragraphs 1 - 4 above are realleged and incorporated herein.
- 17 6. Connor Carle worked for Sullivan’s Steakhouse as a busser and food runner.
- 18 7. Connor Carle is a member of a protected class based on his age.
- 19 8. Mr. Carle was qualified for his job and his performance was satisfactory.
- 20 9. Mr. Carle was terminated from his employment because of his age.
- 21 10. After Mr. Carle’s employment was terminated, Sullivan’s Steakhouse

22 retained and hired persons eighteen years of age and older for busser and food runner
23 positions.
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25 11. The decision of Sullivan’s Steakhouse to terminate Mr. Carle’s employment
26 violates AS 18.80.220(a)(1).
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12. Mr. Carle has suffered damages in the form of lost wages and benefits because Sullivan’s Steakhouse terminated his employment.

PRAYER FOR RELIEF

Wherefore, the Executive Director asks for the following relief:

1. That the Commission issue an order declaring that Sullivan’s Steakhouse violated AS 18.80.220(a)(1) by terminating Connor Carle’s employment.

2. That the Commission order Sullivan’s Steakhouse to adopt and disseminate a policy of nondiscrimination under the Alaska Human Rights Law.

3. That the Commission order Sullivan’s Steakhouse to obtain in-person training, conducted by a neutral, third-party trainer, of at least six hours in length for its managers and supervisors and three hours in length for its employees, on the provisions of the Alaska Human Rights Law that prohibit discrimination in employment, and that such order specify that the trainer and training curriculum be approved by the Executive Director prior to the training being conducted.

4. That the Commission order Sullivan’s Steakhouse to eliminate from Mr. Carle’s personnel records all documents and entries relating to the facts and circumstances that led to Mr. Carle filing the above-captioned charge and any of the related events occurring thereafter.

5. That the Commission order Sullivan’s Steakhouse to refrain from penalizing Mr. Carle in any way in future considerations for employment and, if rehired, for transfers, promotions, or upgrading because Mr. Carle complained about

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discrimination or because he filed a complaint with the Commission.

6. That the Commission order Sullivan’s Steakhouse to refrain from advising or informing any other employer or potential employer of Mr. Carle of the facts or circumstances involved in this case.

7. That the Commission order Sullivan’s Steakhouse to pay any back pay, including any lost benefits or remuneration, to Mr. Carle, plus interest at the applicable legal rate, the exact amount of which will be proven at hearing.

8. That the Commission order Sullivan’s Steakhouse to reinstate Mr. Carle or pay the statutory maximum amount of front pay, including benefits or remuneration, the exact amount of which will be proven at hearing.

Dated this 27th day of October 2014 at Anchorage, Alaska.

ALASKA STATE COMMISSION
FOR HUMAN RIGHTS

Signature Redacted

By:
Elizabeth Smith
Human Rights Attorney
Alaska Bar No. 9402003