Alaska State Commission for Human Rights



February 6, 2002

STATE OF ALASKA HUMAN RIGHTS COMMISSION

The Honorable Tony Knowles, Governor of Alaska The Honorable Rick Halford, President, Alaska Senate The Honorable Brian Porter, Speaker, Alaska House of Representatives

On behalf of the Commission, I respectfully submit the 2001 Annual Report of the Alaska State Commission for Human Rights. The Commission is entering its 39th year as Alaska's civil rights enforcement agency.

Over 4500 Alaskans called the Commission in 2001 with concerns and questions, an increase of 10% over the prior year. Complaints based on national origin doubled and complaints based on mental disability tripled. Also, more Alaskans sought assistance from the Commission with allegations of housing discrimination.

The Commission's mediation program received continued praise from both businesses against whom complaints of discrimination were filed and the Alaskans bringing claims to the Commission. Eighty-one percent of those who chose to participate in this voluntary program settled their cases. Even where the mediation did not result in settlement, evaluations showed that participants were pleased both with the process and the opportunity to address their concerns in a positive fashion.

The Commission conducted fair housing and educational workshops with the support of a grant from the U.S. Department of Housing and Urban Development in 2001. Commission staff made presentations in Barrow, Bethel, Craig, Dutch Harbor, Fairbanks, Juneau, Kenai, Ketchikan, Kodiak, Sitka, Soldotna, St. Paul, and Anchorage. The workshops provided participants with continuing education credit for contractors, realtors, and attorneys.

Requests for training in all areas of discrimination law continued to rise. The Commission staff conducted 80 presentations and workshops for businesses, associations, and the general public to assist them in preventing and eliminating discrimination. Because of the increase in training requests, however, the Commission had to turn away more of those seeking educational presentations than in the past.

The events of this past year, including the paintball assaults in Alaska and incidents following the tragedy of September 11th have resulted in Alaska's citizenry seeking more information and assistance from the Commission. We ask for your continued support so that we can serve Alaskans in preventing and eliminating discrimination.

Martha L. Gore

Martha L. Gore Chairperson

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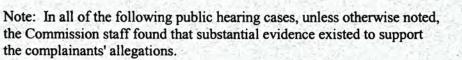
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PUBLIC HEARING CASES





In Acuna v. North Slope Borough, complainant alleged that she was discriminated against on the basis of her race, Asian, and national origin, Filipino, when she applied for a position as a payroll specialist with the North Slope Borough. Complainant alleged that the Borough refused to hire her in accordance with its ordinance which requires employment preferences for Native Americans. Commission staff found substantial evidence that the Borough's employment preference violates the Human Rights Law. A public hearing scheduled to begin on June 13, 2000, was continued pending the Ninth Circuit Court of Appeals' decision in Malabed v. North Slope Borough, which involves a challenge to the ordinance brought in federal court.

In **Black v. Nye Frontier Ford, Inc.**, complainant alleged that respondent discriminated against him on the basis of his physical disability. Commission staff found substantial evidence that respondent terminated complainant's employment as a mechanic because it perceived him to be disabled. A public hearing was scheduled for October 8-10, 2001. Prior to the hearing, respondent filed a complaint in federal district court seeking to enjoin complainant from proceeding before the Commission. Respondent argued that because complainant had previously agreed to arbitrate any of his employment clams, the executive director was precluded from presenting his case to the Commission. The parties have agreed to stay the Commission case pending the outcome of the federal court action.

In Campos v. Johnson's Tire Service, Carela v. Johnson's Tire Service, J. De La Cruz v. Johnson's Tire Service, U. De La Cruz v. Johnson's Tire Service, and Nolberto v. Johnson's Tire Service, complainants alleged that respondent discriminated against them on the basis of their race, Hispanic, and national origin, Dominican, and in retaliation for opposing unlawful discrimination when it terminated their employment. A public hearing is scheduled for September 30-October 11, 2002.

HARSH WORDS FROM THE ROOF

A roofer of Hispanic descent filed a complaint alleging that his employer subjected him to offensive name-calling and racially derogatory terms, and did not rehire him for the next season after he complained about the work environment. Staff investigated and found that a foreman referred to the roofer and another Hispanic worker as "brownie," "greaser," and "stupid Mexican," and that coworkers regularly referred to one another in racially derogatory terms. Staff found substantial evidence of discrimination regarding the hostile work environment claim, but did not find substantial evidence of hiring retaliation. In a conciliation agreement, the employer agreed to develop and post a nondiscrimination policy, train its owners, superintendents, and supervisors on antidiscrimination laws, and provide a work environment free of harassment.

PLEASE BE SEATED

A test applicant alleged that an agency denied him equal access to its services on the basis of his disability, polio, when it refused to allow him to take an automated test while seated and temporarily took away his identification card. The parties agreed to a predetermination settlement in which the agency agreed to allow the applicant to take the automated test while to provide similar seated. a accommodation upon request to other qualified persons with disabilities, and to provide the applicant a written apology.

In Clark v. Lake and Peninsula School District, complainant alleged that respondent discriminated against him on the basis of his physical disability, anterior cruciate ligament surgery and recovery limitations, when it failed to accommodate him in the performance of his duties as a teacher. A public hearing scheduled for March 4, 2002, has been continued pending an agreement between the parties to settle the case.

In **Coleman v. Alaska Airlines**, complainant alleged that respondent discriminated against her on the basis of her disability, Hepatitis C, when it removed her from one of its aircraft. Complainant alleged that respondent required her to obtain a medical certificate before she was allowed to re-board respondent's aircraft despite having previously been cleared to fly. A public hearing previously scheduled was continued pending a settlement agreement. Commission staff has since requested that the Commission establish a new hearing date.

In *Combs v. Executive One*, complainant alleged that respondent discriminated against her on the basis of her sex when respondent's president subjected her to unwelcome physical contact. Complainant alleged she was forced to resign because she was afraid of continuing sexual harassment. As of December 31, 2001, a public hearing had not yet been scheduled.

In *Dorsey v. Office Products Services*, complainant alleged that respondent discriminated against her on the basis of her sex and in retaliation for complaining of sex discrimination when it terminated her employment as a salesperson. A public hearing is scheduled for April 15-17, 2002.

In *Eaton v. Northwest Airlines*, complainant alleged that respondent discriminated against her on the basis of her physical disability, quadriplegia, when it refused to provide her with a seat on one of its aircraft which would accommodate her disability. At the end of 2001, a public hearing had not yet been scheduled.

In *Hodson v. Nye Frontier Ford*, complainant alleged that respondent discriminated against her on the basis of her sex and her pregnancy when it terminated her employment as a salesperson. Commission staff found substantial evidence to support complainant's allegations, and that respondent maintained a sexually charged work environment. The parties agreed to continue a public hearing scheduled for March 11-15, 2002, pending completion of settlement discussions.

OFFENSE TAKEN

A female collections clerk for a supply company filed a complaint alleging that the company's owner sexually harassed her by making sexual comments and jokes on a regular basis, grabbing her pants, and pulling her to his lap. The woman claimed that she told the owner to stop, but that he persisted in his behavior. The company denied the woman's allegations. Staff investigated the complaint and found that the owner subjected the clerk, as well as another former female employee, to sexual harassment. In a conciliation agreement, the company agreed to develop and disseminate a policy against discrimination and to provide training to its managers and employees in the company's obligations under the Alaska Human Rights Law.

NOT FOR SALE

A female salesclerk filed a complaint alleging that her male manager touched her, made comments of a sexual nature, and invited himself to her home and her to his hotel room. Staff found that the manager subjected the salesclerk to a hostile work environment and that after the salesclerk reported the manager's conduct the employer failed to take corrective action. Staff issued a determination that there was substantial evidence to support the salesclerk's allegations. The employer agreed to develop a policy against discrimination and sexual harassment, and provide training to its managers, supervisors, and employees in recognizing and preventing sexual harassment in the workplace. The parties signed a conciliation agreement and the Commission dismissed the case.

In *Klein v. Regal Cinema Kambe Theatre*, complainant alleged that respondent discriminated against him on the basis of his sex, and in retaliation for reporting sexual harassment, when it terminated his employment. A public hearing is scheduled for June 3-6, 2002.

In Le v. Vassar Circle Apartments, complainant alleged that respondent discriminated against her on the basis of her sex when respondent failed to take corrective action after she reported that respondent's maintenance employee sexually harassed her. At the end of 2001, a public hearing had not yet been scheduled.

In *Luck v. North Slope Borough*, complainant alleged that respondent discriminated against her on the basis of her race, Asian, and national origin, Filipino, when she was subjected to harassment and hostile treatment. A public hearing was held on February 22-25, 2000. A recommendation to dismiss complainant's claims was issued by the Hearing Examiner on September 27, 2000. The Commission issued a final order on February 5, 2001, dismissing the case.

In Neck v. Executive One, complainant alleged that respondent discriminated against her on the basis of her sex when respondent's Chief Executive Officer made unwelcome sexual advances toward her. Complainant alleged that her work environment became so intolerable that she was forced to quit her job. At the end of 2001, a public hearing had not yet been scheduled.

In Olwin v. Pizza Hut, complainant alleged that respondent discriminated against him on the basis of his disability, leg impairment. Complainant alleged that he uses a walker for mobility and that he was unable to use respondent's restroom because the door frame was too narrow. A public hearing scheduled to be held September 13, 2000, was continued pending a settlement between the parties. The Commission approved a final agreement on December 31, 2001.

In Owens v. D & C Appliance, complainant alleged that respondent discriminated against him on the basis of his disability, paraplegia, because respondent's facility was not accessible to persons who use wheelchairs for mobility. The parties submitted a Stipulation

THREE STRIKES AND YOU'RE OUT

A woman filed a complaint alleging that her employer fired her from her job as an agent's assistant because of her disabilities. The employer denied the allegations and contended that it terminated the woman's employment because her work performance was declining. Staff investigated the complaint and found the woman had suffered three seizure episodes at work. Testimony indicated that after the second seizure, the employer warned the woman that if she had another seizure she would be terminated. The following day, the employer terminated her after she had a seizure. Staff issued a determination that substantial evidence supported the assistant's allegations. In a conciliation agreement, the employer agreed to training on employment disability discrimination and to pay the woman \$1,872. The parties signed the agreement and the Commission dismissed the case.

BACK ON THE JOB

A technician who was injured on the job alleged that his employer, a building maintenance company, refused to allow him light duty after he had surgery and terminated him based on a perceived physical disability. The mediation program facilitated a settlement between the parties. Respondent agreed to rehire the technician at the same salary, provide him four weeks of back wages and benefits, and allow him to keep the same anniversary date for vacation purposes. The technician agreed to maintain, a satisfactory work performance. Estimated settlement value was over \$55,000. for Dismissal to the Hearing Examiner on December 14, 2000, based on respondent's representation that it is no longer a place of public accommodation. The Hearing Examiner issued a recommendation on December 29, 2000, that the Commission dismiss the case, and the Commission issued a final order of dismissal February 6, 2001.

In *Owens v. The Estelle Group*, complainant alleged that respondent discriminated against him on the basis of his disability, paraplegia, because respondent's facility is not accessible to persons who use wheelchairs for mobility. A public hearing was scheduled for January 21-22, 2002.

In *Payan v. Tikigaq Corp.*, complainant alleged that respondent discriminated against him on the basis of his national origin, Mexican, when he was subjected to ethnic slurs, and that the constant pressure from these remarks forced him to resign. Commission staff requested dismissal of the case because the complainant filed a complaint in Alaska Superior Court containing the same allegations. The Commission issued an order dismissing the case on September 14, 2001.

In *Payan v. Tikigaq/Conam LLC and Conam Construction Company*, complainant alleged that respondent retaliated against him for opposing discrimination when it refused to hire him. Commission staff requested dismissal of the case because the complainant filed a complaint in Alaska Superior Court containing the same allegations. The Commission issued an order dismissing the case on September 14, 2001.

In *Polk v. Wal-Mart Stores, Inc.*, complainant alleged that respondent discriminated against him on the basis of his race, Black. Complainant alleged that he was subjected to derogatory racial comments by his coworkers, that he reported this racial harassment to respondent, but that respondent did not take appropriate corrective action. Complainant also alleged that respondent retaliated against him by criticizing his work performance and terminating him on January 25, 1998. A public hearing was held on August 20-22, 2001. The Hearing Examiner issued a recommendation on November 14, 2001, that the Commission find that complainant was subjected to racial harassment, but that complainant's termination claim be dismissed. At the end of 2001, a final order from the Commission was pending.

QUESTIONABLE POLICIES

A man filed a complaint alleging an employer refused to interview or hire him for a teaching position because of his Staff found that the, race, Black. employer's decision not to hire the man was based on his negative job references. During the course of the investigation, however, staff found that the employer did not maintain employment records of job applicants, and its policies allowed impermissible pre-employment medical inquiries and physical examinations. In a conciliation agreement, the employer agreed to revise its policies and procedures by properly maintaining applicant records and agreed to refrain from seeking unlawful pre-employment medical information.

WRESTLING WITH THE ISSUES

A father filed a complaint on behalf of his daughter, a junior high school wrestler, alleging that the school district refused to allow her to participate in a wrestling tournament because of her sex. The school district denied the allegation, stating that it offered an equal number of activities reflecting the respective interests of male and female junior high school students. Staff investigated the complaint and found that the female student had paid a participation fee, attended practice, and wrestled in two meets before the district excluded her from participation. Commission staff found substantial evidence to support the allegations. In a conciliation agreement, the school district agreed to modify its rules to allow junior high school girls to participate in its wrestling program.

In *Raad v. Fairbanks North Star Borough School District*, complainant alleged that respondent failed to hire her for numerous teaching positions because of her national origin, Lebanese, and religion, Muslim, and in retaliation for filing a prior complaint of discrimination. Complainant alleged that although she was well qualified as a science and math teacher, she was not hired for 31 separate positions that were available over a three year period. The Commission held a public hearing November 29 through December 10, 1999. The Hearing Examiner recommended that the case be dismissed on October 4, 2000. The Commission issued a final order on February 5, 2001, dismissing the case.

In *Reider v. Alaska Job Corps Center*, complainant alleged that respondent discriminated against him on the basis of his physical and mental disabilities when he was terminated from his position as an Alcohol and Drug Abuse Specialist after requesting leave for depression and pain treatment. At the end of 2001, a public hearing had not yet been scheduled.

In *Rivera v. Tidewater Marine Alaska, Inc.*, complainant alleged that respondent discriminated against him on the basis of his race, Hispanic, national origin, Mexican and sex. Complainant alleged he was subjected to racially derogatory remarks by another employee, and that he was terminated after complaining about harassment. A public hearing scheduled for November 13-16, 2001, was continued pending a settlement between the parties. The Commission approved an agreement on December 31, 2001, in which respondent agreed to pay \$10,000 to complainant.

In *Russell v. Norcon Inc.*, complainant alleged that respondent refused to hire him as a journeyman wireman because of his physical disability. Commission staff found substantial evidence of discrimination and that respondent illegally required job applicants to complete pre-employment medical questionnaires. The Commission held a public hearing on January 26-29, 1999. On March 2, 2000, the Hearing Examiner issued a recommendation that the Commission dismiss complainant's claims but that the Commission find that respondent's pre-employment medical questionnaire violated the Human Rights Law. The Commission adopted the recommendations on February 5, 2001.

UNEQUAL OPPORTUNITY

A Black clerk alleged that his employer failed to promote him to higher-paying positions and selected less senior Caucasian workers for the positions. The clerk also asserted that the company's failure to promote him made his working conditions so intolerable that he had to quit his job. The company denied the allegations. Investigation showed that the employer's reasons for not promoting the clerk could not be substantiated and that the decision maker made negative comments about Blacks and used racially derogatory epithets. In a conciliation agreement, the store agreed to develop and disseminate a non-discrimination policy, provide training to its managers and human resources personnel in antidiscrimination laws, and pay the clerk \$2,000 in back wages and \$2,000 in lieu of reinstatement and front pay. The parties signed the agreement and the Commission dismissed the complaint.

PAVING THE WAY

A resident alleged that her condominium association discriminated against her on the basis of her disability, mobility not adequately impairment, by maintaining a wheelchair ramp. The mediation program facilitated a settlement between the parties. The condominium association repaired the cracked pavement and agreed to provide snow removal and maintain a four-foot path for wheelchair access. The association also approved the owner's request to build an exterior cover and rain gutter by the wheelchair ramp. The estimated settlement value was \$448.

In *Rutzler v. Alaska Pacific University*, complainant alleged that because of her marital status, single, respondent imposed different terms and conditions on her student housing tenancy than those imposed on married students. A public hearing scheduled for December 12, 2000, was continued pending a settlement between the parties. The Commission approved a final settlement agreement on May 3, 2001.

In Searle v. Gold Rush Saloon, complainant alleged that her employer sexually harassed her while she performed her duties as a waitress at respondent's saloon. A hearing scheduled for July 1998 was continued pending completion of a preliminary settlement agreement between the parties. An Order of Dismissal was issued by the Commission on May 25, 2001, because of Complainant's refusal to sign the settlement agreement after respondent had already complied with all of its terms.

In *Tiernan v. Pyramid Printing*, complainant alleged that respondent discriminated against her on the basis of her sex when she was subjected to sexual harassment by her supervisor, and that her working conditions became so intolerable she was forced to quit. A public hearing is scheduled for August 19-23, 2002.

In *Williams v. Players Choice Bingo and Pulltabs*, complainant alleged that respondent discriminated against her on the basis of her sex when she was subjected to sexual harassment by the manager. At the end of 2001, a public hearing had not yet been scheduled.

LITIGATION



In Beegan v. State of Alaska, Department of Transportation and the Alaska State Commission for Human Rights, complainant alleged that respondent subjected him to different terms and conditions of employment and failed to hire him on the basis of his age. On November 30, 1999, staff found that complainant's allegations were not supported by substantial evidence. The Commission denied complainant's reconsideration request and on May 18, 2000, complainant appealed to superior court. The parties are awaiting a decision by the court.

QUIET HARBOR

A man filed a complaint alleging that a city's public harbor failed to designate parking sites for persons with disabilities or provide restrooms that are accessible to persons who use wheelchairs for mobility. The city admitted that its restrooms were not wheelchair-accessible but denied the remainder of the man's allegations. Staff investigated the complaint and found that the city's failure to provide restrooms that are accessible to wheelchair users violated the Alaska Human Rights Law. In a conciliation agreement, the city agreed to submit a plan to the Commission for making its restrooms accessible, with an explanation of how the plan was to be implemented. The city signed the agreement and the Commission dismissed the complaint.

SEGREGATION AT SEA

A seafood processor alleged he was subjected to offensive comments regarding his religion, Muslim, and race, Black, and that he did not receive a raise as did more recently hired non-Blacks. The processor further alleged that a coworker told him he could not eat at the galley tables because they were for the "Whites, Vietnamese, and Mexicans." The processor alleged he complained to his employer regarding the treatment but when no corrective action was taken he did not renew his contract. The mediation program facilitated a settlement between the parties. The company agreed to pay the processor \$5,000 and provide him with both a written apology and positive letter of reference.

In Jenkins-Welch v. Alaska State Commission for Human Rights, staff closed complainant's case when it was discovered that she had filed a similar action in court. Complainant appealed the closing order to superior court. A decision by the superior court is pending.

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In Le-Sueur v. Alaska Regional Hospital, complainant filed a complaint with the Anchorage Equal Rights Commission (AERC) alleging that respondent subjected her to sexual harassment. The complaint was co-filed with the Alaska State Commission for Human Rights. Staff found that during the AERC's investigation, respondent offered to settle the case for substantially full relief under the law, which complainant refused. Complainant's Alaska State Commission for Human Rights case was closed due to her refusal to accept substantially full relief. Complainant appealed to the superior court. On September 19, 2001, the court remanded the case back to the Commission for further review and investigation.

In Nye Frontier Ford v. Black, the plaintiffs filed suit in federal district court against Gene Black and Paula M. Haley, in her official capacity as Executive Director of the Commission, to enjoin Haley from prosecuting Black's claims before the Commission. Black alleged that Nye Frontier Ford terminated his employment because of his disability. Nye asserted that because Black had previously agreed to arbitrate any employment dispute, Haley was prevented from presenting those same claims in a hearing before the Commission. The parties have agreed to stay the case pending the outcome of *EEOC v. Waffle House*, a case before the United States Supreme Court which will resolve the issues presented in district court.

In **Raad v. Fairbanks North Star Borough School District**, complainant alleged that she was discriminated against by respondent for failure to hire on the basis of her race, national origin, and religion. Complainant further alleged that she was retaliated against by respondent after she filed the discrimination complaint. After a public hearing, the Commission issued an order dismissing the complaint. Complainant appealed the dismissal of her discrimination complaint to superior court. The parties are now briefing the merits of the appeal.

SEEING THEIR WAY TO SETTLE

A teacher alleged that her school district failed to provide her with a reasonable accommodation for her visual impairment. The mediation program facilitated a settlement between the parties. The employer agreed to provide contrast tapes on school stairs and doors, large print copies, assistance for report card preparation, and to purchase other visual technology if necessary. The estimated settlement value was \$1,500.

PREGNANCY PROSCRIBED?

A pregnant receptionist who worked fulltime at a real estate company alleged that shortly after she requested to return to work part-time after the birth of her child, her employer terminated her for poor work performance. She asserted that her employer had given her a good evaluation a few months earlier and she believed the termination was due to her pregnancy. The mediation program facilitated a settlement between the parties. The employer agreed to pay complainant \$4,525 and provide her with a neutral reference.

EQUAL RIGHTS TO RECREATION

A parent complained that a camp refused to allow her daughter to attend due to her physical and mental disabilities. Her daughter had previously attended the camp. The mediation program facilitated a settlement between the parties. The camp agreed to allow the daughter to attend the next session with a parent if necessary, provided her with a full camp scholarship and special award, agreed to talk with her teacher and coach for behavior guidance, and provided information on how to request accommodations for camp. In Rescober v. State of Alaska, Department of Natural Resources and the Alaska State Commission for Human Rights, complainant alleged that respondent failed to promote him based on his sex, race, and national origin. Staff investigated and issued a finding that complainant's allegations were not supported by substantial evidence. Complainant's reconsideration request was denied, and on December 17, 2001, complainant appealed to the superior court. The agency record is currently being prepared by the Commission.

In Thomas v. Anchorage Equal Rights Commission, plaintiffs have sued the Municipality of Anchorage, Anchorage Equal Rights Commission, and Paula M. Haley, in her official capacity as Executive Director of the Commission. Plaintiffs are seeking a declaratory judgment from the state superior court reversing the decision in *Swanner v.* Anchorage Equal Rights Commission, 874 P.2d 274 (1994). In Swanner, the Alaska Supreme Court held that a landlord is not entitled to a religious exemption to AS 18.80.240 which prohibits discrimination in the rental of housing on the basis of marital status. The parties' cross-motions for summary judgment were scheduled for oral argument on February 26, 2002.

In Wynne v. Alaska State Commission for Human Rights, complainant alleged that respondent discriminated against her when it failed to place her on light duty after she injured her back on the job and when it terminated her from her position as a nurse because of her back injury. On December 11, 1998, staff found that her allegations were not supported by substantial evidence. Complainant's reconsideration request was denied on January 24, 2000. Complainant appealed to superior court. On February 2, 2001, the parties stipulated to dismissal of the appeal and to a remand of the case for further investigation.

NAMES CAN HURT

A medical technician alleged that a nurse called him "boy" and over-scrutinized his usage of breaks and that his employer, a medical facility, disciplined him more harshly based on his race, Black, and sex. The mediation program facilitated a settlement between the parties. The employer paid the technician four months severance pay plus vacation and unpaid wages. The estimated settlement value was \$11,750.

INCONVENIENT FOR ALL

A Black customer service specialist alleged that her employer, a convenience store, treated her differently because of her race by over-scrutinizing her work, denying her scheduling/transfer requests, and forcing her to quit. The mediation program facilitated a settlement between the parties. The employer agreed to rehire complainant at the store location of her choice and pay her back wages. The estimated settlement value of the agreement was \$28,520.

A COWORKER SCORNED

A female shop assistant alleged her coworker sexually harassed her after she refused his request for a romantic relationship. She alleged he became angry at work when she dated someone else and assaulted her. She further alleged that she was terminated when she complained to her employer about the harassment. The parties agreed to a predetermination settlement in which respondent agreed to pay complainant \$3,000.

INSULT AND INJURY

A 45-year-old food worker alleged that her younger coworkers called her "gimpy" and "grandma," and said she was too slow. She also alleged that the employer did not respond to her complaint regarding her coworkers' behavior and her. She alleged terminated discrimination on the basis of her age, sex, and physical disability. The mediation program facilitated a settlement between the parties. Respondent agreed to pay complainant four weeks of back wages, provide a written apology, and train its managers regarding the prohibitions on harassment in the Human Rights Law.

2001 CASE PROCESSING STATISTICS

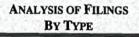
ANALYSIS OF FILINGS BY COMPLAINANT'S SEX

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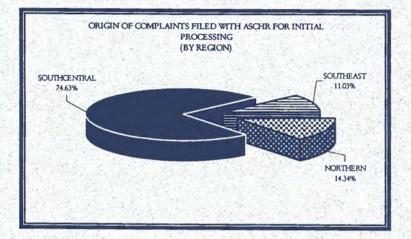
Female	186
Male	166
Total Filings	352

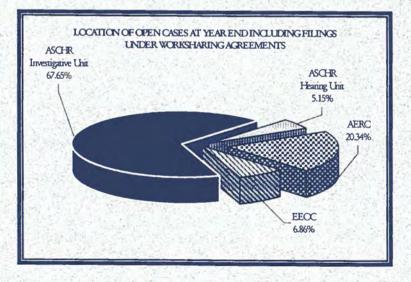
ANALYSIS OF FILINGS BY COMPLAINANT'S RACE

Caucasian	179
Black	66
Alaska Native	35
Asian	27
Hispanic	26
Unknown	11
Other	5
American Indian	3
Total Filings	352



Employment	296
Housing	20
Government Practices	18
Public Accommodation	16
Multiple	2
Total Filings	352





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ANALYSIS OF FILINGS BY BASIS

Basis	Single Basis Complaint	Multiple Basis Complaint		
Race/Color	60	72		
Physical Disability	48	30		
Sex	38	62		
Age	16	27		
Mental Disability	15	14		
Retaliation for Filing	8	12		
Retaliation	7	46		
National Origin	7	36		
Pregnancy	7	6		
Religion	3	4		
Parenthood	2	5		
Marital Status	0	2		
Multiple Bases	141			
Total Filings	352	316		

ANALYSIS OF FILINGS BY ISSUE

Issue	Single Issue Complaint	Multiple Issue Complaint		
Discharge	72	102		
Terms & Conditions	51	110		
Failure to Hire	45	7		
Failure to Promote	9	9		
Denied Service	8	2		
Sexual Harassment	7	36		
Harassment	5	31		
Other	5	7		
Eviction	5	3		
Failure to Sell	2	0		
Pay Equity	1	4		
Failure to Dispatch	- 1	0		
Demotion	0	7		
Failure to Rent	0	2		
Multiple Issue	141			
Total Filings	352	320		

ANALYSIS OF 2001 CLOSURES

REASON FOR CLOSURE	NUMBER OF CLOSURES	Percentage of Total		
MEDIATION:	341	9.97%		
Mediation - Successful Settlement	21	6.16%		
Mediation - Complaint Withdrawn with Successful Settlement	3	.88%		
Mediation - Complaint Withdrawn	3	.88%		
Mediation – Predetermination Settlement (PDS)	7	2.05%		
ADMINISTRATIVE:	31	9.09%		
Complaint Withdrawn	4	1.17%		
Lack of Jurisdiction	4	1.17%		
Complainant Not Available	4	1.17%		
Failure of Complainant to Proceed	10	2.93%		
Complainant to Court	4	1.17%		
Administrative Dismissal	2	.60%		
Tribal Sovereign Immunity	3	.88%		
NOT SUBSTANTIAL EVIDENCE	220	64.52%		
CONCILIATION/SETTLEMENT:	46	13.49%		
Complaint Withdrawn with Successful Settlement	10	2.93%		
Predetermination Settlement (PDS)	6	1.76%		
Substantial Evidence/ Conciliation Agreement	30	8.80%		
HEARING:	10	2.93%		
Decision for Complainant	1	.29%		
Decision for Respondent	2	.59%		
Decision - Other	1	.29%		
Pre-Hearing Settlement	3	.88%		
Hearing Unit - Other	3	.88%		
TOTAL 2001 CLOSURES	341	100%		

FILINGS, CLOSURES, AND YEAR END INVENTORY OF CASES PROCESSED BY ASCHR **FILINGS** CLOSURES CLOSURES **INVENTORY**

SUMMARY OF CLOSURES										
and the second	1999 20		20	2000 Detai			il of 2001 Closures			
	ASCHR		CHR	EEOC		AERC				
CATEGORY OF CLOSURE	No.	%	No.	%	No.	%	No.	%	No.	%
Mediation	15	2.8	31	6.8	34	10.0	0	0		
Administrative	84	15.4	80	17.6	29	8.5	1	.3	1	.3
Not Substantial Evidence	370	68.0	242	53.2	199	58.3	16	4.7	5	1.5
Conciliation/Settlement	60	11.0	87	19.1	36	10.5	4	1.2	6	1.8
Hearing	15	2.8	15	3.3	10	2.9	0	0	0	0
a dista da la casa						308 ²		21		2
TOTAL CLOSURES	54	44	455				34	41		

²This number does not include completed investigations of 15 cases which are still in conciliation or were transferred to the Hearing Unit in 2001.

¹This number does not include 1 settlement negotiated in 2001 which closed in early 2002.

This publication was released by the Office of the Governor, Alaska State Commission for Human Rights, As required by AS 18.80.150. This publication was printed at a cost of \$1.81 each. Alaska State Commission for Human Rights 800 A Street, Suite 204 Anchorage, AK 99501-3669