

BEFORE THE ALASKA STATE COMMISSION FOR HUMAN RIGHTS

ALASKA STATE COMMISSION FOR)
HUMAN RIGHTS, MARTI BUSCAGLIA,)
EXECUTIVE DIRECTOR, *ex rel.*,)
AMERICA SULLIVAN,)

Complainant,)

v.)

ASCHR No. J-16-062

PERSONNEL PLUS EMPLOYMENT)
AGENCY, A CORPORATION,)

Respondent.)

ACCUSATION

Marti Buscaglia, Executive Director of the Alaska State Commission for Human Rights, *ex rel.*, America Sullivan, hereby alleges the following against Respondent Personnel Plus Employment Agency, A Corporation (hereinafter "Personnel Plus"):

1. Respondent Personnel Plus is an Alaska corporation doing business as an employment agency in Anchorage and Fairbanks.
2. Cynthia Schebler is the owner of Personnel Plus.
3. America Sullivan was employed by Personnel Plus at its Anchorage location as a recruiter from September 15, 2014, to November 2014. In November 2014, Ms. Sullivan became the manager of the Personnel Plus Anchorage location.
4. Ms. Sullivan performed well in her job as the manager of the Personnel Plus Anchorage location and received recognition from Ms. Schebler for her work.
5. In June 2015, Ms. Sullivan became pregnant.

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PRAYER FOR RELIEF

Wherefore, the Executive Director asks for the following relief:

1. That the Commission issue an order declaring that Respondent Personnel Plus violated AS 18.220(a)(1) by terminating America Sullivan’s employment because of her pregnancy.
2. That the Commission order Personnel Plus to adopt and disseminate a policy of nondiscrimination in accordance with the Alaska Human Rights Law, AS 18.80.
3. That the Commission order Personnel Plus to obtain in-person training, by a neutral, third-party trainer, of at least three (3) hours in length for its managers and supervisors 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 Personnel Plus to eliminate from Ms. Sullivan’s personnel records all documents and entries relating to the facts and circumstances that led to Ms. Sullivan’s filing of the above-captioned charge and any of the related events occurring thereafter.
5. That the Commission order Personnel Plus to refrain from penalizing Ms. Sullivan in any way in future considerations for employment and, if rehired, for transfers,

1 promotions, or upgrading because Ms. Sullivan complained about discrimination or because
2 she filed a complaint with the Commission.

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4 6. That the Commission order Personnel Plus to refrain from advising or
5 informing any other employer or potential employer of Ms. Sullivan of the facts or
6 circumstances involved in this case.

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8 7. That the Commission order Personnel Plus to pay back pay, including any
9 lost benefits or remuneration, to Ms. Sullivan, plus interest at the applicable legal rate, the
10 exact amount of which will be proven at hearing.

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12 8. That the Commission order Personnel Plus to pay front pay to Ms. Sullivan
13 to the full extent permitted by law.

14 Dated this 11th of July 2017 at Anchorage, Alaska.

15 ALASKA STATE COMMISSION
16 FOR HUMAN RIGHTS

17 **REDACTED**

18
19 By: _____

20 Stephen Koteff
21 Human Rights Advocate
22 Alaska Bar No. 9407070
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ACCUSATION--4

*ASCHR, Marti Buscaglia, Executive Director, ex rel. America Sullivan v. Personnel Plus,
A Corporation, ASCHR No. J-16-062*