

BEFORE THE ALASKA STATE COMMISSION FOR HUMAN RIGHTS

ALASKA STATE COMMISSION FOR)	
HUMAN RIGHTS, NANETTE GAY,)	
ACTING EXECUTIVE DIRECTOR,)	
ex. rel. PAULINE HOELSCHER)	ASCHR NO. J-17-249
)	
Complainant,)	
v.)	
)	
907NOREFUND, INCORPORATED)	
d/b/a CHEAP SMOKES,)	
)	
Respondent,)	

FINAL ORDER

In accordance with AS 18.80.130 and 6 AAC 30.480, the Hearing Commissioners, having reviewed the hearing record and Administrative Law Judge's Recommended Order for Entry of Default Judgment of April 3, 2019, ADOPTS the recommended order in its entirety as the order of the State Commission for Human Rights. The Commission therefore FINDS and ORDERS as follows:

1. Respondent violated AS 18.80.220(a)(1) by subjecting Ms. Hoelscher to sexual harassment.
2. Respondent violated AS 18.80.220(a)(1) by subjecting Ms. Hoelscher to sexual harassment that became so pervasive and intolerable she was constructively discharged.

1 3. Respondent shall eliminate from Ms. Hoelscher' s personnel records all
2 documents and entries relating to the facts and circumstances that led to the filing of the
3 above charge of discrimination and the related events occurring thereafter, not to
4 penalize Ms. Hoelscher in future considerations for employment, transfers, promotions,
5 or upgrading because of said circumstances, and not to advise other employers or
6 potential employers of these complaints in any fashion or the facts or circumstances
7 involved in this case.
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9 4. Respondent shall adopt and disseminate to all employees and future
10 applicants of any current or future business a policy of nondiscrimination under the
11 Alaska Human Rights Law that includes, but is not limited to, a policy prohibiting
12 discrimination because of sexual harassment, race, and retaliation as prohibited by AS
13 18.80.220. (Note: this policy must be reviewed and approved by the Alaska State
14 Human Rights Commission).
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16 5. Respondent shall require training of at least two hours in length for all of
17 its owners, directors, supervisors, managers, and shareholders of any current or future
18 business on the provisions of the Alaska Human Rights Law, with specific emphasis on
19 the provisions prohibiting discrimination based on sexual harassment and retaliation.
20 (Note: the trainer and the presentation content must be reviewed and approved by the
21 Alaska State Human Rights Commission).
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CERTIFICATE OF SERVICE

I certify that on October 7, 2019, a true and correct copy of the foregoing Final Order was hand delivered to:

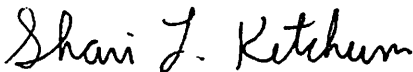
Carolyn Thomas, Law Office Assistant
Alaska State Commission for Human Rights
800 A Street, Suite 204
Anchorage, AK 99501

and mailed by first-class U.S. mail, postage prepaid to:

Respondent or Respondent's Representative
Han Choe, Registered Agent
907Norefund, Incorporated
d/b/a/ Cheap Smokes
555 W. Northern Lights Blvd., Suite 216
Anchorage, AK 99503

and mailed by first-class U.S. mail, postage prepaid to:

Andrew Lebo, Administrative Law Judge
Office of Administrative Hearings
State of Alaska
550 W. 7th Avenue, Suite 1940
Anchorage, AK 99501



Shari L. Ketchum
Commission Secretary