

ALASKA STATE COMMISSION FOR HUMAN RIGHTS  
800 A Street, Suite 204  
Anchorage, Alaska 99501-3669  
(907) 276-7474 FAX (907) 278-8588

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**BEFORE THE ALASKA STATE COMMISSION FOR HUMAN RIGHTS**

ALASKA STATE COMMISSION FOR )  
HUMAN RIGHTS, MARTI BUSCAGLIA, )  
EXECUTIVE DIRECTOR, *ex rel.* )  
JETTA HAYNES, )  
 )  
Complainant, )  
 )  
v. )  
 )  
NAOMI AND JUNG LEE, d/b/a )  
LILY'S FAMILY RESTAURANT, )  
 )  
Respondents. )  
\_\_\_\_\_ )



ASCHR Nos. J-16-003;  
J-16-007  
OAH No. 16-1507-HRC

**FINAL ORDER**

The Hearing Commissioners, in accordance with AS 18.80.130 and 6 AAC 30.480, hereby adopt the Administrative Law Judge's Recommended Decision dated July 24, 2017 in its entirety. Accordingly, the Hearing Commissioners find that Respondent violated AS 18.80.220(a) by subjecting the Complainant to a hostile work environment because of her sex and by constructively discharging her from employment because of her sex.

The Commission directs the following remedy: (a) back pay in the amount of \$15,179.18 with interest accruing from July 24, 2017 to the present pursuant to 6 AAC 30.480(b); (b) Respondent shall undergo approved training on the prevention of sexual harassment, sex discrimination, and illegal retaliation pursuant to the terms of the Recommended Decision; (c) Respondent shall refrain from engaging in

Hearing Unit  
Calendared \_\_\_\_\_  
Scanned 9/28/17

1 future violations of AS 18.80; and (d) Respondent shall provide approved training  
2 to its employees on the right to a discrimination free workplace.  
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4 Judicial review is available to the parties pursuant to AS 18.80.135 and AS  
5 44.62.560-.570. An appeal must be filed with the superior court within 30 days  
6 from the date this Final Order is mailed or otherwise distributed to the parties.  
7

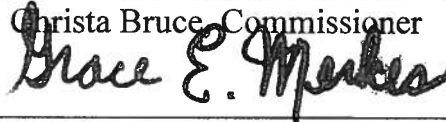
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9 IT IS SO ORDERED.

10  
11 DATED: September 28, 2017




12 Christa Bruce, Commissioner

13 DATED: September 28, 2017



14 Grace Merkes, Commissioner

15 DATED: September 28, 2017



16 Brandon Nakasato, Commissioner  
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1                   **CERTIFICATE OF SERVICE**

2  
3                   I certify that on September 28, 2017, a true  
4                   and correct copy of the **FINAL**  
5                   **ORDER** was mailed or delivered to  
6                   the following parties:

7                   Stephen Koteff, Human Rights Advocate  
8                   Alaska State Commission for Human Rights  
9                   800 A Street, Suite 204  
10                  Anchorage, AK 99501           (hand delivery)

11                  Respondent or Respondent's Representative

12                  Naomi Lee, Owner  
13                  Lily's Family Restaurant  
14                  7701 Upper DeArmoun Road  
15                  Anchorage, AK 99516

16                  Jung Lee, Owner  
17                  Lily's Family Restaurant  
18                  7701 Upper DeArmoun Road  
19                  Anchorage, AK 99516

20                  and a courtesy copy to:

21                  Lawrence A. Pederson, Administrative Law Judge  
22                  State of Alaska  
23                  Office of Administrative Hearings  
24                  550 W. 7<sup>th</sup> Avenue, Suite 1940  
25                  Anchorage, AK 99501

26                  

27                  Shari Ketchum  
28                  Commission Secretary