

COMMONWEALTH OF PENNSYLVANIA

GOVERNOR'S OFFICE

PENNSYLVANIA HUMAN RELATIONS COMMISSION

CHRIS COOMBE
Complainant

vs

ALBRIGHT COLLEGE FOOD SERVICE
DEPARTMENT, Robert Jackson, Manager
Respondent

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DOCKET NO. E-5364

CONSENT ORDER AND DECREE

WHEREAS, a complaint has been filed by Chris Coombe (hereinafter referred to as the Complainant), Box 56 Albright College, Reading, Pennsylvania against Albright College Food Service Department, Robert Jackson, Manager (hereinafter referred to as the Respondent), Reading, Pennsylvania, alleging that the Respondent is in violation of Section 5(a) of the Pennsylvania Human Relations Act, Act of October 27, 1955, P.L. 744, as amended; and,

WHEREAS, for the purpose of avoiding further litigation before the Pennsylvania Human Relations Commission, the Respondent does hereby agree to waive its right to a public hearing under Section 9 of the Pennsylvania Human Relations Act and agrees to the entry of the following Consent Order and Decree which shall have the full force and effect of an Order of the Pennsylvania Human Relations Commission issued after full public hearing; and,

WHEREAS, the Commission and the Respondent enter into the Agreement without duress and without any admission by the Respondent of any violation of the provisions of the Pennsylvania Human Relations Act, and with the intent to be legally bound thereby.

NOW WHEREFORE, this 25th day of June, 1973, the Respondent and the Complainant stipulate and agree as follows:

1. The Respondent, Albright College Food Service Department, and all of its agents and employees shall fully abide by and comply with all sections of the Pennsylvania Human Relations Act.

2. The Respondent will award the Complainant the sum of \$113.90 which represents a reimbursement for 67 hours of work.
3. As of September 12, 1973 the Respondent shall open up all of the available job categories to male and female alike.
4. The Respondent shall require all employees to wear the same uniform.
5. The Respondent shall require all employees in the food lines or related jobs to wear hair nets.
6. The Respondent shall require that all employees everyday work garments be laundred in the same manner (either by management or by themselves).
7. The Respondent shall require all advertisements to meet the standards of the P.H.R. Act.
8. The Respondent shall post Fair Employment Posters provided by the P.H.R. Commission in well lighted, easily accessible places at each of its establishments.
9. The Complainant hereby waives, releases, and covenants not to sue the undersigned Respondent with respect to matters which are alleged as charges filed with the P.H.R.C., subject to the performance by the Respondent of the promises and representation contained herein.

**PENNSYLVANIA HUMAN RELATIONS
COMMISSION**

By *Homer C. Floyd*
Homer C. Floyd
Executive Director

Date: *4/25/73*

**Ratified by the Pennsylvania
Human Relations Commission**

By *E.E. Smith*
E.E. Smith
Chairman

ATTEST:

By *Robert Johnson Smith*
Dr. Robert Johnson Smith
Secretary

COMPLAINANT

Chris Coombe
Chris Coombe

Date: *4-25-73*

RESPONDENT

**ALBRIGHT COLLEGE FOOD SERVICE
DEPARTMENT,**

By *Robert Jackson*
Robert Jackson, Manager

Date: *4/25/73*