

PENNSYLVANIA HUMAN RELATIONS COMMISSION

JANIE C. FLEMING,

Complainant

Docket No. E-4743

vs.

PENNSYLVANIA DEPARTMENT OF
PUBLIC WELFARE,
WOODVILLE STATE HOSPITAL
SUSANNE KREINBROOK, MD, SUPERINTENDENT,

Respondent

CONSENT ORDER AND DECREE

WHEREAS, a complaint has been filed against Pennsylvania Department of Public Welfare, Woodville State Hospital, Dr. Susanne Kreinbrook, Superintendent, Carnegie, Pennsylvania, hereinafter called the respondent. Janie C. Fleming, whose present address is 2143 Rhine Street, Pittsburgh, Pennsylvania, hereinafter called the complainant, alleging that the respondent is in violation of Section 5 (a) of the Pennsylvania Human Relations Act 43 P.S. 951, et. seq., and

WHEREAS, the Pennsylvania Human Relations Commission, after investigating the facts of the complaint, has found probable cause to believe that the respondent is in violation of the Human Relations Act, and

WHEREAS, the respondent states that it signs this agreement without duress of any kind and with the intent to be legally bound thereby, and

WHEREAS, for the purpose of avoiding litigation, the respondent hereby agrees to waive any Public Hearing to which it may be entitled to under the Pennsylvania Human Relations Act and Regulations promulgated thereunder and to the entry of the following Consent Order and Decree having the full force and effect of a Commission order following a Public Hearing.

NOW, THEREFORE, this 11th day of May, 1973

1973, the respondent and the Pennsylvania Human Relations Commission agree as follows:

1. That the respondent, its agents and employees will fully comply with all sections of the Pennsylvania Human Relations Act, and will henceforth establish specific programs of affirmative action to assure that the recruitment, hiring, job assignments, and all other employment practices of the employer afford equal employment opportunities for minority group members.
2. The specific actions which are set forth in this agreement are appropriate to the objective of providing equal opportunities in promotion, transfer, discipline, discharge, tenure, work assignments, and other terms, conditions, and privileges of employment.
3. The respondent agrees to prepare and adopt a written policy statement to the effect that all applicants for employment will be considered on an equal basis and that no preference, expressed or implied, will be given.
4. The respondent will require supervisors of all levels to assign work on an equal basis. The respondent will assure that minority employees are not assigned disproportionately heavy, unclean and undesirable duties. The respondent shall report semi-annually to the Pennsylvania Human Relations Commission for the next three years all grievances, their dispositions and identification by race, based on unfair work assignment.
5. The respondent will advise all supervisory and staff employees that derogatory language will not be tolerated and any violations will result in appropriate disciplinary action. The respondent shall report semi-annually to the Pennsylvania Human Relations Commission for the next three years all grievances charging use of derogatory language, the race of the grievor and the charged party to be identified.
6. The respondent will require supervisory staff to take the required disciplinary measures whenever work assignments are inequitable and derogatory statements are made. Appropriate action will be taken to insure the supervisor does not fail to fulfill such responsibilities in the future.
7. The respondent will ~~develop~~ ^{enforce established} objective standards to be used by supervisors for making evaluations of employees. The objective standards will be applied equally to all employees.
8. The respondent will assign to train those employees who request training, on an equitable basis. Employees who qualify for training by experience, tenure, desire and skills and/or any one or combination of the above shall be assigned to training regardless of race, religion, national origin, ancestry, age or sex. The respondent shall report semi-annually to the Pennsylvania Human Relations Commission the number of employees by classification and race, who have been assigned to training classes. The kind of classes and the total number of employees in the classification by race shall be included.

9. That the respondent shall post and maintain in a well-lighted, easily-accessible place, the Pennsylvania Human Relations Commission's Fair Employment Practice Poster.

10. Commission and Respondent enter into this agreement with the intent to be legally bound thereby. The Commission and Respondent acknowledge that this agreement shall not be final and binding until approved by the Commission and executed by the Chairman of the Commission.

Suzanne B. Kreinbrook, M.D.

Suzanne B. Kreinbrook, M.D.
Acting Superintendent
Woodville State Hospital

ATTEST:

Fred J. Weinhold

Fred J. Weinhold
Personnel Officer
Woodville State Hospital

Homer C. Floyd

Homer C. Floyd, Executive Director
Pennsylvania Human Relations Commission

Approved at a meeting of the Pennsylvania Human Relations Commission, held this 30th day of April, 1973.

J. R. [Signature]

J. R. [Signature] Chairman

ATTEST:

Robert Johnson Smith

Dr. Robert Johnson Smith, Secretary