

COMMONWEALTH OF PENNSYLVANIA

GOVERNOR' OFFICE

PENNSYLVANIA HUMAN RELATIONS COMMISSION

CLARENCE K. LEMLEY,

Complainant

vs.

DOCKET NO. E-5201

HEALTH AND BEAUTY AIDS,

RACK SERVICE, INC.,

LEONARD R. SHULAN,

Respondent

CONSENT ORDER

WHEREAS, a complaint has been filed against Health and Beauty Aids Rack Service, Inc., Leonard R. Shulan, President, 5332 Butler Street, Pittsburgh, Pennsylvania 15201, (hereinafter called the Respondent) on August 21, 1972 by Clarence K. Lemley, 430 Pearce Road, Pittsburgh, Pennsylvania 15234, (hereinafter called the Complainant), alleging that the Respondent is in violation of the Section 5(a) of the Pennsylvania Human Relations Act, 43 P.S., 951, et seq; and

WHEREAS, said complaint was filed with the Pennsylvania Human Relations Commission (hereinafter called the Commission); 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:

NOW, WHEREFORE, this 24th day of September, 1973, the Respondent and the Commission covenant and agree as follows:

1. The Respondent agrees to the entry of this Conciliation Agreement which shall have the full force and effect of an Order of the Pennsylvania Human Relations Commission issued after full public hearing.

2. The Respondent shall reimburse the complainant compensatory damages in the amount of \$200. A check for that amount, made payable to the complainant, shall be submitted to the Pittsburgh Regional Office of the Commission within 15 days of the effective date of this order.

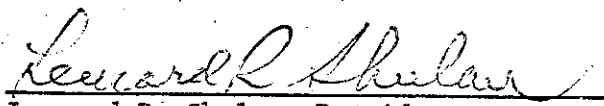
3. The Respondent shall notify in writing all present employees that all applicants, regardless of age, will be considered for any vacancies which occur. A copy of this written notice shall be submitted to the Pittsburgh Regional Office of the Commission within 30 days of the effective date of this order.

4. In any and all advertising of job vacancies, the Respondent will use the "Equal Opportunity Employer" logotype, and if any recruitment sources are used for filling job vacancies, such recruitment sources will be notified in writing that the Respondent fills job vacancies in a non-discriminatory manner, i.e., without regard to age, sex, race, religion, national origin or ancestry.

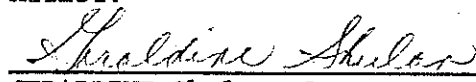
5. The Respondent shall post in a conspicuous and well-lighted place, in full view of all present employees and prospective employees, the appropriate employment posters, in accordance with the guidelines of the Commission.

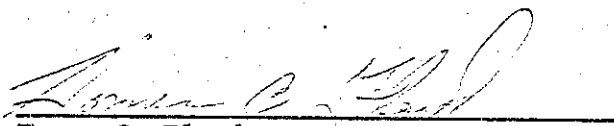
6. The Respondent shall retain all records pertaining to applications for employment, including but not limited to resumes and written records of all preliminary interviews conducted over the phone, for 120 days in accordance with the guidelines of the Commission.

7. The parties hereby acknowledge that this Agreement shall not be made final or binding upon the parties until signed by the properly authorized representative of the Respondent and until approved by the Commission and executed by the Chairman of the Commission.

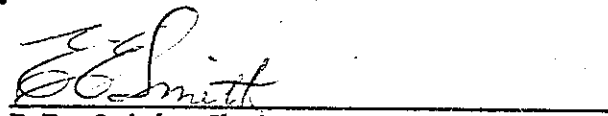

Leonard R. Shulan, President
Health and Beauty Aids Rack Service, Inc.

ATTEST:

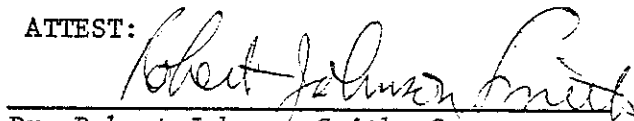

GERALDINE Shulan, Secretary


Homer C. Floyd, Executive Director
Pennsylvania Human Relations Commission

Approved at a meeting of the Pennsylvania Human Relations Commission on the 26th day of November, 1973.


E.E. Smith, Chairman
Pennsylvania Human Relations Commission

ATTEST:


Dr. Robert Johnson Smith, Secretary