

COMMONWEALTH OF PENNSYLVANIA

GOVERNOR'S OFFICE

PENNSYLVANIA HUMAN RELATIONS COMMISSION

PENNSYLVANIA HUMAN RELATIONS :  
COMMISSION, :  
                                  Complainant :  
                                  : :  
                                  V. : DOCKET NO. E-9327  
                                  : :  
THE LEGAL INTELLIGENCER, :  
WALTER E. RAUFFENBART, PRESIDENT, :  
IDA M. HESS, MANAGING EDITOR, :  
                                  Respondent :

CONCILIATION AGREEMENT

WHEREAS, on the 15th day of August, 1975, a formal Complaint was filed before the Pennsylvania Human Relations Commission (hereinafter called the "Commission") against a Pennsylvania Corporation: The Legal Intelligencer, Walter E. Rauffenbart, President, Ida M. Hess, Managing Editor (hereinafter called the "Respondent" whether singular or collective) by the Pennsylvania Human Relations Commission (hereinafter called the "Complainant" whether singular or collective) alleging that the Respondent had violated Section 5(e) of the Pennsylvania Human Relations Act of October 27, 1955, P.L. 744, as amended, 43 P.S. Section 951 et seq. (hereinafter called the "Act"), in that the Respondent committed or caused to be committed the acts or actions more specifically referred to in Exhibit "A" which is attached hereto and incorporated herein as an integral part of this Agreement.

WHEREAS, the Commission has advised the Respondent formally after investigation that it has found probable cause to credit the allegations of Exhibit "A" which are contained in the aforementioned Complaint, to which the Respondent has objected to as being unsupported in fact and/or law, and

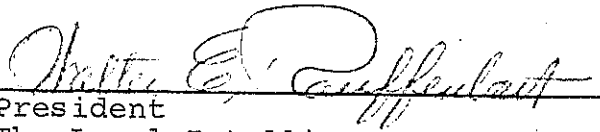
WHEREAS, the Commission and the Respondent, to avoid litigation, but without admission by the Respondent of any action violative of the Act do hereby waive a public hearing under Section 9 of the Act and the Regulations promulgated by the Commission, and do hereby consent to the entry of this Conciliation Agreement as a Consent Order and Decree of the Commission.

This Consent Order and Decree shall have the full force of a Commission Order and Decree following a Public Hearing by the Commission and shall be enforceable as such under Section 10 of the Act. The waiver of said Public Hearing is made knowingly, understandingly and voluntarily with an unqualified intent to be legally bound hereby.


NOW, THEREFORE, the Respondent and the Commission do hereby agree to be legally bound as follows:

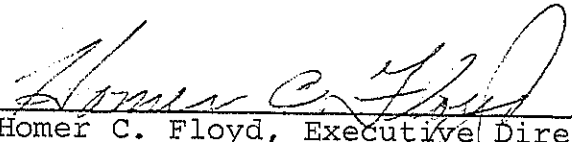
1. The foregoing preambles shall be included herein as fully set forth.
2. The Respondent admits the jurisdiction of the Commission in this matter and hereby waives all objections thereto.
3. All exhibits annexed hereto are to be incorporated into this Agreement as an integral part thereof.
4. The term "Respondent" as used in this Conciliation Agreement shall include the Respondent, its successors and assigns agents, servants and employees, either and/or jointly and severally.
5. The execution and implementation of this Agreement shall in no manner or form constitute any waiver of powers and duties conferred upon the Commission, nor shall this Agreement be deemed as a declaration of policy or precedent by the Commission. This Agreement shall in no manner or form affect the intake, processing, adjudication and disposition of future complaints involving the Respondent, except that the Respondent may in the course of any proceedings refer to the same and to its performance thereunder to the extent relevant to such proceedings.
6. The Respondent shall fully comply with all of the provisions of the Act and the Regulations promulgated by the Commission.
7. It is expressly understood by the Respondent that any violation or infraction of the terms and conditions set forth herein by the Respondent, shall constitute a violation of an Order of the Commission pursuant to Section 11 of the Act.
8. If any portion of this Agreement, or the application thereof, to any person or circumstance, should for any reason be adjudged invalid, such judgment shall not affect, impair or invalidate the remaining portion of said Agreement.
9. The Commission and the Respondent enter into this Agreement with the intent to be legally bound hereby. This Agreement will become final and binding upon all parties when approved by the Commission and a Final Order is thereupon issued; and thereafter shall be binding upon and inure to the benefit of the parties hereto, their and each of their respective heirs, legal representatives, successors and assigns.

In Witness Whereof, the Respondent, being duly authorized so to do, has executed the foregoing on the nineteenth day of November, 1975.

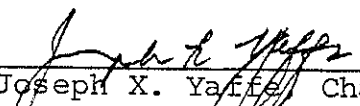
  
President  
The Legal Intelligencer, A  
Pennsylvania Corporation

ATTEST:

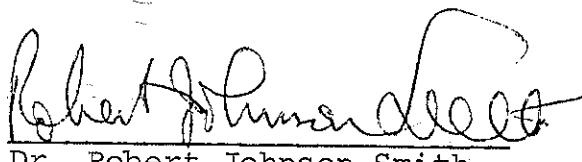
  
Secretary  
Corporate Seal

  
Homer C. Floyd, Executive Director  
Pennsylvania Human Relations  
Commission

Approved and ratified at a meeting of the Pennsylvania Human Relations Commission on the 25th day of January, 1976.

  
Joseph X. Yaffe, Chairperson  
Pennsylvania Human Relations  
Commission

ATTEST:

  
Dr. Robert Johnson Smith,  
Secretary  
Pennsylvania Human Relations  
Commission

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PENNSYLVANIA HUMAN RELATIONS COMMISSION

PENNSYLVANIA HUMAN RELATIONS :  
COMMISSION :

Complainant :

VS. :

DOCKET NO. E-9327

THE LEGAL INTELLIGENCER :  
WALTER E. RAUFFENBART, PRESIDENT :  
IDA M. HESS, MANAGING EDITOR :

Respondent :

The Complainant alleges that beginning on and/or occurring on and/or beginning prior and continuing on or about to wit August 12, 1975, the Respondent accepted and printed in the help-wanted section of The Legal Intelligencer, an advertisement seeking an "Attorney--young man, excellent appearance.." which indicated a preference for young males, thereby discriminating against females seeking legal employment, because of their sex, Female, and age.

EXHIBIT "A"

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COMMISSION :  
Complainant, :  
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vs. : Docket No. E-9327  
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THE LEGAL INTELLIGENCER, :  
WALTER E. RAUFFENBART, PRESIDENT, :  
IDA M. HESS, MANAGING EDITOR, :  
Respondent, :

TERMS OF ADJUSTMENT

1. Respondent shall cease and desist from publishing any reference to race, color, religious creed, ancestry, handicap or disability, age, sex, or national origin in employment advertising.
2. Within thirty (30) days of the date of the Final Order and Decree contained herein, Respondent shall submit to the Philadelphia Regional Office of the Pennsylvania Human Relations Commission a written statement of policy, indicating its adherence to Paragraph No. 1 above. Said written policy shall be distributed to all employees of The Legal Intelligencer.
3. Within thirty (30) days of the date of the Final Order and Decree contained herein, Respondent shall post and exhibit prominently in a location of its premises frequented by the public, the written statement of policy mentioned in Paragraph No. 2.
4. Within thirty (30) days of the date of the Final Order and Decree contained herein, Respondent shall print in five (5) consecutive issues of The Legal Intelligencer the written statement of policy mentioned in Paragraph No. 2, which will include a statement that advertisements will not be accepted if they explicitly or implicitly promote or perpetuate discrimination.

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v.

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WALTER E. RAUFFENBART, PRESIDENT,  
IDA M. HESS, MANAGING EDITOR,  
Respondent

DOCKET NO. E-9327

FINAL ORDER AND DECREE

AND NOW, this 25th day of January, 1976,  
upon consideration of the Conciliation Agreement submitted in  
the above captioned case it is hereby ORDERED AND DECREED that  
said Conciliation Agreement be entered into the official record  
of the Pennsylvania Human Relations Commission as a Final  
Order.

BY Joseph X. Yaffe  
JOSEPH X. YAFFE, CHAIRPERSON  
PENNSYLVANIA HUMAN RELATIONS COMMISSION

BY Robert Johnson Smith  
DR. ROBERT JOHNSON SMITH, SECRETARY  
PENNSYLVANIA HUMAN RELATIONS COMMISSION