

COMMONWEALTH OF PENNSYLVANIA

GOVERNOR'S OFFICE

PENNSYLVANIA HUMAN RELATIONS COMMISSION

LARRAINE E. POPE AND
ANNA L. MEADE

(Complainant)

vs

DOCKET NO. E-4852

SCHOOL DISTRICT
CITY OF CLAIRTON

(Respondent)

CONSENT ORDER AND DECREE

WHEREAS, a complaint has been filed by Lorraine E. Pope, 314 Blair Heights, Clairton, Pennsylvania, 15025 and Anna L. Meade, 216 Baker Avenue, Clairton, Pennsylvania, 15025 (hereinafter referred to as the complainants) against the School District City of Clairton, Clairton, Pennsylvania 15025, (hereinafter referred to as the respondent) 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, 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, a full and complete hearing; and

WHEREAS, The Commission and the respondent enter into this 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 30th day of July ,1973, the respondent and the Commission stipulate and agree as follows:

1. The respondent will offer to employ the complainants as substitute custodians and to offer, following satisfactory performance to hire them when the next available, full-time positions become available.

2. The respondent shall prepare and cause to be implemented guidelines and/or rules having precise and measureable standards for evaluating prospective employes for available job openings. These guidelines/rules, and standards shall be racially uniform in process, application and consequence. These guidelines shall be submitted to the Commission for approval.
3. The respondent will notify applicants through its ads that it is an equal employment opportunity employer.
4. The respondent will notify all employes of its intent to comply with the Pennsylvania Human Relations Act in its hiring policies, stating it will consider all persons regardless of race, color, religion, ancestry, age or sex. The respondent will submit a copy of the notice to Pennsylvania Human Relations Commission.
5. The respondent will post and maintain in a well lighted accessible place the Pennsylvania Human Relations Commission Fair Employment Poster.
6. 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.

Sid. Russell

President of the School Board
School District City of Clairton

ATTEST:

Blaine J. Collins
Secretary

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 July, 1973.

E. E. Smith
E. E. Smith, Chairman

ATTEST:

Robert Johnson Smith
Dr. Robert Johnson Smith, Secretary