



Pennsylvania
Human Relations Commission

February 3, 2026

Sent CERTIFIED and REGULAR

Lateisha Pratt
4925 Royal Street
Philadelphia, PA 19144
Certified Mail: 7021 2720 0001 9610 5704

Human Resources
2522 State Road, Suite 300
Bensalem, PA 19020
Certified Mail: 7021 2720 0001 9610 5728

Re: Final Order of Pennsylvania Human Relations Commission
Case Name Lateisha Pratt vs. ATL Holding, Inc./ATL Holding USA Limited/ATL...
PHRC Case No. 202302993
EEOC Case No. 530-2023-07916
PHRC Public Meeting Date: January 26, 2026

Dear Counsel:

The Pennsylvania Human Relations Commission ("PHRC") issued the enclosed Liability Order at the PHRC Public meeting, on the date referenced above. This case is being returned to the regional office for conciliation pursuant to 43 P.S. § 959 (c).

If you have any questions, you may write to the PHRC Chief Counsel at ra-hrphrcchiefcsl@pa.gov. Please note that contacting Chief Counsel will not extend any time frame for filing an appeal.

Sincerely,

A handwritten signature in black ink that reads "Chad Dion Lassiter MSW".

Chad Dion Lassiter, MSW
Executive Director

Enclosure

cc Ari Karpf
Karpf, Karpf & Cerutti, P.C.
8 Interplex Drive, Suite 210
Feasterville Trevose, PA 19053
Certified Mail: 7021 2720 0001 9610 5698

**COMMONWEALTH OF PENNSYLVANIA
GOVERNOR’S OFFICE
PENNSYLVANIA HUMAN RELATIONS COMMISSION**

Lateisha Pratt,	:	
Complainant	:	
	:	
	:	PHRC Case No.202302993
v.	:	
	:	
ATL Holding, Inc.,	:	
ATL Holding USA Limited, and	:	
ATL Holdings of PA, LLC,	:	
Respondents	:	

ORDER

AND NOW, this 6th day of January 2026, upon consideration of Respondent’s failure to respond to the Rule to Show Cause issued in this matter on December 5, 2025 following the filing of a Petition for Rule to Show Cause pursuant to 16 Pa. Code §42.33(c), it is hereby **RECOMMENDED**, pursuant to 16 Pa. Code §§ 42.33 (d)(4) and 42.131 (c)(1), that the Pennsylvania Human Relations Commission (hereinafter “the Commission”) find probable cause, enter a judgment for Complainant on the issue of liability, and order the parties to attempt conciliation.

On or about August 25, 2023, Complainant Lateisha Pratt (hereinafter “Complainant”) filed a Complaint with the Pennsylvania Human Relations Commission (hereinafter “PHRC” or “Commission”) against ATL Holding, Inc., ATL Holding USA Limited, and ATL Holdings of PA, LLC (hereinafter and collectively “Respondents”). In her Complaint, Complainant alleged that she was subjected to discriminatory and disparate treatment by Respondents’ Supervisor Simran Brar (hereinafter “Brar”) based on her sex (female). Complainant further alleged that Respondents

retaliated against her when she was discharged by Brar after she complained of her treatment compared to her male counterparts.

In her Complaint, Complainant stated that she was employed by Respondents in or about April of 2023 as a truck driver. Per Complainant, Respondents' workforce was primarily male and she was the only female truck driver at her location. Complainant also stated that Brar, her supervisor, was also a female but favored male employees. According to Complainant's Complaint, Barr selectively enforced policies against Complainant that were not enforced against the male truck drivers, held her to a different standard than her male counterparts, and treated her in a rude and demeaning manner unlike her male truck drivers. Complainant stated that she objected to Brar's treatment of her compared to her colleagues several times and voiced her concerns. Per Complainant, nothing was done to address her concerns and Brar continued to subject Complainant to the same treatment. Complainant alleged that Brar terminated her on July 26, 2023. Specifically, Brar stated that Complainant would have been late delivering a load and that it had been cancelled by a broker. However, Complainant believes that Brar cancelled the load in question and not the broker because of how it was displayed on a particular app used by the driver. Complainant further stated that she had never witnessed Brar question a male employee regarding their arrival time at the yard and had never witnessed Brar cancel another driver's load regardless of the arrival and delivery time.

On or about August 25, 2023, Complainant filed a verified Complaint with the Commission.

On December 4, 2025, Prosecuting Attorney Michelle Smith petitioned for a Rule to Show Cause, indicating that Respondents had not filed an Answer to the verified Complaint, which was served on Respondents on January 5, 2024 along with a Notice to Defend. PHRC asserted that, by correspondence dated November 4, 2024, PHRC staff reminded Respondents of their obligation to answer the Complaint. On December 13, 2024, PHRC staff also served Complaint on Respondents via servicing company at an alternate address. On April 7, 2025, PHRC staff sent a letter to

Respondents via the servicing company at the alternate address and again reminded Respondents of their obligation to answer the Complaint.

On December 5, 2025, a Rule to Show Cause was issued, directing the Respondents to respond on or before January 2, 2026. The Rule to Show Cause was served on Respondents by certified mail to both listed addresses, and by electronic mail. To date, Respondents have not responded to the Rule to Show Cause.

Accordingly, it is recommended that the PHRC find probable cause and enter a judgment of liability regarding the allegations of the Complaint. It is further recommended that the Commission direct conciliation efforts to be attempted by the parties. Should conciliation efforts fail, it is recommended that the parties be informed that a public hearing may be held on the issue of damages.

PENNSYLVANIA HUMAN RELATIONS COMMISSION

By:

A handwritten signature in black ink, appearing to read 'Tamara', is written over a horizontal line.

Tamara Shehadeh-Cope, Hearing Examiner

**COMMONWEALTH OF PENNSYLVANIA
GOVERNOR'S OFFICE
PENNSYLVANIA HUMAN RELATIONS COMMISSION**

Lateisha Pratt,	:	
Complainant	:	
	:	
	:	PHRC Case No.202302993
v.	:	
	:	
ATL Holding, Inc.,	:	
ATL Holding USA Limited, and	:	
ATL Holdings of PA, LLC,	:	
Respondents	:	

ORDER

AND NOW, this 26th day of January, 2026, upon consideration of the Recommendation of the Hearing Examiner dated January 6, 2026, which is adopted and incorporated as if fully set forth herein, it is hereby **ORDERED**, pursuant to 16 Pa. Code §42.33(d)(4), as follows:

1. Probable cause is found; and
2. Judgment is entered for Complainant on the issue of liability.

Because of Respondents' failure to file an answer to the verified Complaint, we hereby determine that:

1. Respondents discriminated against Complainant based upon her sex (female) when Respondents' supervisor subjected Complainant to disparate treatment in the workplace as compared to her male counterparts; and
2. Respondents retaliated against Complainant when she was discharged after reporting the discriminatory conduct to her supervisor.

IT IS FURTHER ORDERED that conciliation efforts shall be attempted and if such conciliation fails or cannot be conducted due to a failure of any party to participate, a public hearing on the issue of damages may be approved.

PENNSYLVANIA HUMAN RELATIONS COMMISSION

By: 

M. Joel Bolstein, Esquire
Chair

ATTEST:

By:  O/B/O Commissioner Mayur Patel

Mayur Patel, Secretary