



Pennsylvania
Human Relations Commission

February 3, 2026

Sent CERTIFIED and REGULAR

Ebonee Debooth
1003 Alexander Dr
Temple, PA 19560
Certified Mail: 7021 2720 0001 9610 5681

I am Homecare
238 N 12th St
Reading, PA 19604
Certified Mail: 7021 2720 0001 9610 5711

Re: Final Order of Pennsylvania Human Relations Commission
Case Name Ebonee Debooth vs. I Am Home Care, LLC
PHRC Case No. 202401907
EEOC Case No. 17F202560599
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

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

Ebonee Debooth,
Complainant

v.

I Am Home Care, LLC,
Respondent

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PHRC Case No. 202401907

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 September 23, 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 April 29, 2025, Complainant Ebonee Debooth (hereinafter "Complainant") filed a Complaint with the Pennsylvania Human Relations Commission (hereinafter "PHRC" or "Commission") against I Am Home Care, LLC (hereinafter "Respondent"). In her Complaint, Complainant alleged that Respondent discriminated against her based on sex (female) when she was subjected to ongoing sexual harassment by Respondent CEO Sylvester Thomas (hereinafter "Thomas") and was subsequently discharged after she resisted the harassment and made a report to human resources. Complainant further alleged that Respondent retaliated against her when she was discharged by Respondent two months after she reported the sexual harassment.

In her Complaint, Complainant stated that she was employed by Respondent since April of 2020. Per Complainant, she was engaged in a consensual relationship with Respondent CEO Thomas from 2021 to 2024. Complainant alleged that she asked for a raise in 2024, and Thomas indicated that she would only receive a raise or other employment benefits through sexual encounters with him, which Complainant declined. Complainant also alleged that Thomas would regularly make sexual advances and remarks, including unwanted bodily contact. Per Complainant, she reported Thomas' behavior to human resources in October 2024, but no action was taken. Complainant also stated that the Human Resources department at Respondent is the best friend of Thomas' wife. Per Complainant, in December 2024, she was paid in cash rather than her normal direct deposit. On December 20, 2024, when asked to go into the office to pick up her money, Complainant was locked into a room by and with Thomas, who "continuously shouted profanities" and was "pushing [Complainant] with his body". Complainant alleged that Thomas stated for her "not to make him do "this"" and that he had "goons". Thomas then called the police to report a trespass by Complainant. Police responded and made Thomas give Complainant her money. Complainant alleged that she was terminated effective immediately following the confrontation with Thomas.

On or about April 29, 2025, Complainant filed a verified Complaint with the Commission.

On September 18, 2025, Prosecuting Attorney Michelle Smith petitioned for a Rule to Show Cause, indicating that Respondent had not filed an Answer to the verified Complaint, which was served on Respondents on May 7, 2025 along with a Notice to Defend. PHRC asserted that, by correspondence dated June 26, 2025, PHRC staff reminded Respondent of their obligation to answer the Complaint.

On September 23, 2025, a Rule to Show Cause was issued, directing the Respondents to respond on or before October 14, 2025. The Rule to Show Cause was served on Respondent by certified mail and was refused by Respondent on September 26, 2025. A second Rule to Show Cause order was then served on Respondent by regular U.S. mail on or around October 16, 2025, directing

the Respondent to respond on or before November 6, 2025. The regular mail copy of the Rule to Show Cause has not been returned to date.

On November 6, 2025, this tribunal was informed by Attorney Smith that the Commission's Petition for Rule to Show Cause had been returned as undeliverable. The Petition for Rule to Show Cause had been mailed by both certified and regular U.S. mail to Respondent's registered address, but only the certified mail copy had been returned as undeliverable. On November 10, 2025, the Hearing Examiner instructed Attorney Smith to mail the Petition to Respondent once more via U.S. mail and advise whether a response is received within 15 days of mailing. A second Petition for Rule to Show Cause was mailed to Respondent via regular U.S. mail on or about November 12, 2025. To date, the petition has not been returned to this Office, nor has this Office received any response from Respondent.

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:



Tamara Shehadeh-Cope, Hearing Examiner

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

Ebonee Debooth,
Complainant

v.

I Am Home Care, LLC,
Respondent

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PHRC Case No. 202401907

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. Respondent discriminated against Complainant based upon her sex (female) when she was subjected sexual harassment by Respondent CEO and was subsequently discharged after she resisted the harassment; and
2. Respondent retaliated against Complainant when she was discharged after reporting the discriminatory conduct to human resources.

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