

COMMONWEALTH OF PENNSYLVANIA  
GOVERNOR'S OFFICE  
PENNSYLVANIA HUMAN RELATIONS COMMISSION

GLORIA ASTON, :  
:   
Complainant :  
:   
vs. : DOCKET NO. E-5322  
:   
CARLYNTON SCHOOL DISTRICT, :  
:   
Respondent :

CONSENT ORDER AND DECREE

WHEREAS, a complaint has been filed against the Carlynton School District, Priscilla Lane and King's Highway, Carnegie, Pennsylvania 15106, (hereinafter referred to as the Respondent) on September 27, 1972 by Gloria Aston, (hereinafter referred to as Complainant) 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, the Pennsylvania Human Relations Commission (hereinafter referred to as the Commission) after investigating the facts of the complaint, has found no reasonable cause to believe the individual allegation of the Complainant, but has found reasonable cause to believe the pattern allegation of the Complainant, and

WHEREAS, the signing of this agreement reflects the Respondent's desire to take the affirmative action agreed upon below for the good of the general public, and

WHEREAS, the Commission and the Respondent enter into this agreement without any admission by the Respondent of any violation of the provision of the Pennsylvania Human Relations Act, and

WHEREAS, the Respondent states that it signs this Consent Order and Decree without duress of any kind and with the intent to be legally bound thereby, and

WHEREAS, for the purpose of avoiding litigation, the Commission and the Respondent hereby agree to waive any Public Hearing to which Respondent is entitled under Section 9 of the Pennsylvania Human Relations Act and Regulations promulgated thereunder, and to the entry of the following Consent Order and Decree which shall have the full force and effect of an Order of the Commission issued after a full and complete public hearing.

NOW, THEREFORE, this 30th day of September 1974, the Respondent and the Commission stipulate and agree as follows:

A. General Principles

1. The Respondent and its employees agree to fully comply with all sections of the Pennsylvania Human Relations Act, and agree to henceforth establish and engage in a specific program of affirmative action set forth below to assure that the recruitment and hiring practices of the employer afford equal opportunity for minority group members.
2. That the specific affirmative actions which are set forth in this agreement are appropriate to the objective of providing equal opportunities in recruitment and hiring.
3. The Respondent consents to appropriate adequate funds to carry out the policy and affirmative employment program.
4. That the Respondent agrees to begin implementation of the affirmative employment program immediately.

B. Affirmative Employment Program for Recruiting and Employing Professional Staff

1. That non-white employees are to be recruited and when hired they will be considered for all professional levels, for all school buildings and administration offices.

2. That the non-white communities of the school district and the adjacent and nearby municipalities will receive communication of each job vacancy.

3. That the following and any similar organizations having some knowledge or access to information concerning non-whites available for employment must receive the communication described in "2" above.

- |  |                               |
|--|-------------------------------|
| a. Alice E. Carter<br>200 Ross Street<br>Pittsburgh, Pa. 15219             | Urban League<br>of Pittsburgh |
| b. Alma S. Fox<br>200 Ross Street<br>Pittsburgh, Pa. 15219                 | NAACP                         |
| c. Ida Belle Minnie<br>Black League<br>938-2281 or 237-                    | California<br>State College   |
| d. Vivian Harris<br>415 Burrows Street<br>Pittsburgh Pa. 15213<br>621-2828 | Hill House<br>Association     |
| e. Ms. A. Jean Owens<br>P. O. Box #193<br>Pittsburgh, Pa. 15230            | Black Women's<br>Association  |
| f. Clyde Jackson<br>Wylie Avenue<br>Pittsburgh, Pa. 15219                  | United Black<br>Front         |

4. That no job vacancy is to be filled until "2" and "3" above have been implemented.

5. That the Respondent shall attempt to utilize non-white substitute teachers for the district.

6. That Respondent agrees to post the Affirmative Action Program on bulletin boards with an accompanying notice from the superintendent.

7. That Respondent's affirmative action employment policy shall also be communicated to the general community.

8. That the following items shall be removed from Respondent's application form: occupation of mother and father.

C. Reporting Requirements

1. That Respondent report by December 1, 1974, how the recruitment program was actually implemented and the results from the project as follows:

- a. Affirmative contacts to obtain non-white employes.
- b. The number of applicants interviewed by race, and position sought.
- c. The number of successful applicants by race and position, who will begin employment with the Respondent and their starting dates.
- d. Follow-up plans to obtain additional non-white staff.

2. That the Respondent report quarterly, beginning with December 1, 1974, and for the next three years:

- a. The number of job vacancies.
- b. Anticipated vacancies or new positions.
- c. Jobs filled in the preceding quarter, by race and position.
- d. A listing of applicants interviewed by race and position sought.

e. Respondent shall provide a section on the application form which indicates the race of the applicant. The format shall be prepared or approved by the Commission.

D. Separability

That should any portion of this stipulation be adjudged to be invalid by a Court of competent jurisdiction, such judgment shall not impair or invalidate the remainder of this stipulation and the Order entered thereon. It is hereby declared to be the intention of the parties that this stipulation would have been adopted and the Order entered thereon had such invalid portion not been included.

That this agreement shall not be final and binding until approved by the Commission and executed by the Chairperson thereof,

RESPONDENT:  
Carlynton School District

by Daniel J. Rypke  
President

ATTEST:

Robert J. Neal

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 September, 1974.

Joseph X. Yaffe  
Joseph X. Yaffe, Esquire  
Chairperson

ATTEST:

Robert Johnson Smith  
Dr. Robert Johnson Smith,  
Secretary