

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 only and hereby waives all objections thereto.
3. Exhibits "A," "B" and "C", annexed hereto, are to be incorporated into this Agreement as an integral part hereof.
4. 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.
5. The Respondent shall fully comply with and follow the terms of adjustment as set forth in Exhibit "B."
6. The status of the relationship between the Complainant and the Respondent shall be subject to and defined by Exhibit "C" attached hereto, and which is incorporated as an integral part of this Agreement.
7. 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.
8. The Commission and the Respondent enter into this Agreement with the intent to be legally bound hereby. This Agreement shall not become final and binding upon all parties until approved by the Commission and a Final Order is thereupon issued.

IN WITNESS WHEREOF, the Respondent, being duly authorized so to do, has executed the foregoing on the 15th day of January, 1976.

ATTEST:

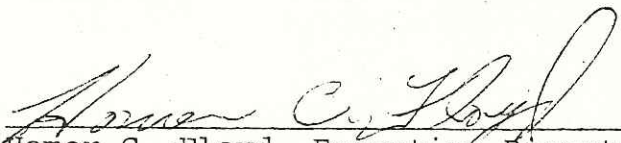
Assistant

Secretary

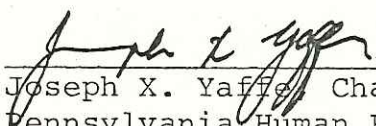
~~President~~

Vice President

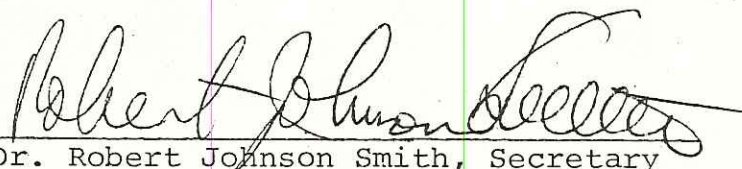
[signatures continued]


Homer C. Floyd, Executive Director
Pennsylvania Human Relations
Commission

Approved and ratified at a meeting of the Pennsylvania
Human Relations Commission on the 23rd day of February,
19 76.


Joseph X. Yaffe, Chairperson
Pennsylvania Human Relations
Commission

ATTEST:


Dr. Robert Johnson Smith, Secretary
Pennsylvania Human Relations Commission

COMMONWEALTH OF PENNSYLVANIA

GOVERNOR'S OFFICE

PENNSYLVANIA HUMAN RELATIONS COMMISSION

LESLIE SHIPLEY
Complainant

vs.

CINEMETTE CORPORATION OF AMERICA
Respondent

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: Docket No. E-8384-D
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The Complainant alleges that the Respondent refused to consider her for the position of "Doorman" at the Stanley Theater because of her sex, female. The Complainant further alleges that the Respondent advertised the position by the use of the word "Doorman" thereby indicating a preference based on sex.

COMMONWEALTH OF PENNSYLVANIA

GOVERNOR'S OFFICE

PENNSYLVANIA HUMAN RELATIONS COMMISSION

LESLIE SHIPLEY,

Complainant,

v.

CINEMETTE CORPORATION OF
AMERICA,

Respondent.

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:
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: Docket No. E-8384-D
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1. The Respondent shall discontinue the use of sexually classified job titles including, but not limited to, the job titles of "Doorman" and "Candy Girl" in the advertising of available job openings.

2. The term "advertising" as used in this Conciliation Agreement shall include the placing of job orders with employment agencies, both public and private, as well as newspaper advertising.

3. The Respondent shall appropriately and fairly consider all qualified applicants for all available job openings regardless of the sex of the applicants and especially regardless of traditional stereotyping of jobs by sexual classification.

EXHIBIT "B"

COMMONWEALTH OF PENNSYLVANIA
GOVERNOR'S OFFICE
PENNSYLVANIA HUMAN RELATIONS COMMISSION

LESLIE SHIPLEY, :
Complainant :
 :
 : Docket No. E-8384D
 :
 vs. :
 :
 CINEMETTE CORPORATION OF :
 AMERICA, :
 Respondent :

FINAL ORDER AND DECREE

AND NOW, this 23rd day of February, 19 76
upon consideration of the Conciliation Agreement submitted
in the above captioned case it is hereby ORDERED AND DECREED
that said Conciliation Agreement is entered into the official
record of the Pennsylvania Human Relations Commission as a
Final Order, to be given the same force and effect as if
entered after a public hearing.

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