

2. The Respondent admits the jurisdiction of the Commission in this matter and hereby waives all objections thereto.

3. All exhibits annexed hereto are to be incorporated into this Agreement as an integral part thereof.

4. The term "Respondent" as used in this Conciliation Agreement shall include the Respondent, its successors and assigns, agents, servants and employees, either and/or jointly and severally.

5. The execution and implementation of this Agreement shall in no manner or form constitute any waiver or 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.

6. The Respondent shall fully comply with all of the provisions of the Act and the Regulations promulgated by the Commission and shall follow the terms of adjustment set forth in Exhibit "B."

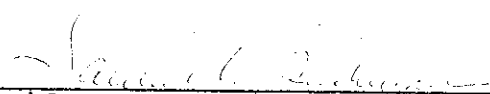
7. It is expressly understood by the Respondent that any violation or infraction of the terms and conditions set forth herein by the Respondent, shall constitute a violation of an Order of the Commission pursuant to Section 11 of the Act.

8. The status of the relationship between the Complainant and the Respondent shall be subject to and defined by Exhibit "C" if attached hereto, and which in such event, is incorporated as an integral part of this Agreement.

9. 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.

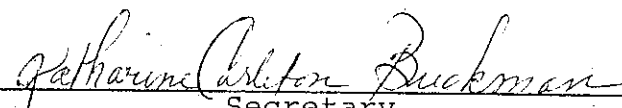
10. The Commission and the Respondent enter into this Agreement with the intent to be legally bound hereby. This Agreement shall not become final and binding upon all parties until approved by the Commission and a Final Order is thereupon issued; and thereafter shall be binding upon and inure to the benefit of the parties hereto, their and each of their respective heirs, legal representatives, successors and assigns.

In Witness Whereof, the Respondent, being duly authorized so to do, has executed the foregoing on the 2nd day of February, 1976.




President

ATTEST:

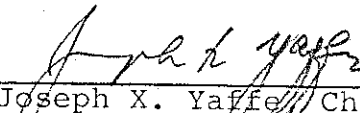


Secretary



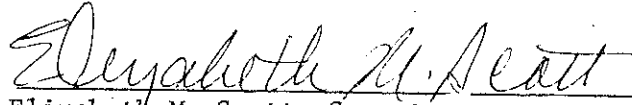
Homer C. Floyd, Executive Director
Pennsylvania Human Relations Commission

Approved and ratified at a meeting of the Pennsylvania
Human Relations Commission on the 28th day of March
19 76.



Joseph X. Yaffe, Chairperson
Pennsylvania Human Relations Commission

ATTEST:



Elizabeth M. Scott, Secretary
Pennsylvania Human Relations Commission

COMMONWEALTH OF PENNSYLVANIA
PENNSYLVANIA HUMAN RELATIONS COMMISSION
GOVERNOR'S OFFICE

Christina P. Cobourn and : Docket No. E-9293
Melissa A. McCollom, :
Complainants :
: :
vs. :
: :
: :
Glen Summit Company, :
Respondent :

COMPLAINANT'S ALLEGATIONS

The Complainants allege that beginning on and/or occurring on and/or beginning prior and continuing on or about to wit June 12, 1975 the Respondent's white male, Lake Chairman, Jack Wambold, discriminated against them because of their sex, female, by allowing them to file employment applications for the position of Lifeguard and Lake-keeper, Fountain Lake, and then by disqualifying them for the position on the basis of their failure to meet the Respondent's qualifying height and weight standards of five feet nine inches, one hundred sixty pounds.

The Complainants allege that on June 12, 1975, the Respondent's all white male Board members voted by a four to one majority vote to uphold their Lake Chairman's decision to hire a white male, Leo Karasinski, who had equal or less qualifications than Complainants, for the position of Lifeguard and Lake-keeper at Fountain Lake.

The Complainants allege that the Respondent's height and weight requirements for the position of Lifeguard and Lake-keeper, has detrimental effects on all females as a class of people, since historically the average American female does not grow to such heights and weights (160 pounds and five feet nine inches).

COMMONWEALTH OF PENNSYLVANIA
PENNSYLVANIA HUMAN RELATIONS COMMISSION
GOVERNOR'S OFFICE

Christina P. Cobourn and : Docket No. E-9293
Melissa A. McCollom, :
Complainants :

vs. :

Glen Summit Company, :
Respondent :

TERMS OF ADJUSTMENT

(1) The Respondent agrees henceforth to discontinue use of height/weight requirements as a condition for employment of lifeguards and to consider all applicants for this position solely on the basis of their qualifications for the position and appropriate certification or proof of proficiency.

(2) The Respondent agrees not now or in the future to institute any qualification for employees that would have discriminatory effect on any class protected by the Pennsylvania Human Relations Act.

(3) The Respondent agrees not to discriminate against the Complainants or to retaliate in any way against them because they have filed this Complaint with the Pennsylvania Human Relations Commission.

COMMONWEALTH OF PENNSYLVANIA
PENNSYLVANIA HUMAN RELATIONS COMMISSION
GOVERNOR'S OFFICE

Christina P. Cobourn and : Docket No. E-9293
Melissa A. McCollom, :
Complainants :
:
vs. :
:
Glen Summit Company, :
Respondent :
:

FINAL ORDER AND DECREE

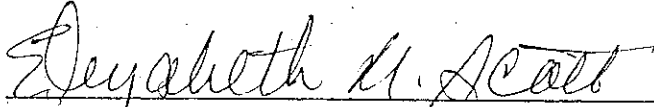
AND NOW, this 28th day of March, 1976,
upon consideration of the Conciliation Agreement submitted in the
above captioned case it is hereby ORDERED AND DECREED that said
Conciliation Agreement be entered into the official record of the
Pennsylvania Human Relations Commission as a Final Order, to
be given the same force and effect as if entered after a public
hearing.

BY



JOSEPH X. YAFFE, CHAIRPERSON
PENNSYLVANIA HUMAN RELATIONS COMMISSION

BY



Elizabeth M. Scott, Secretary
PENNSYLVANIA HUMAN RELATIONS COMMISSION