

COMMONWEALTH OF PENNSYLVANIA
GOVERNOR'S OFFICE
PENNSYLVANIA HUMAN RELATIONS COMMISSION

Daniel T. Howard, Sr.
for his minor son
Daniel T. Howard, Jr.
(Complainants)

vs.

Docket No. E-5376P

Gino's Inc., Louis Fischer
President
(Respondent)

CONSENT ORDER AND DECREE

WHEREAS, a complaint has been filed by Daniel T. Howard, Sr., for his minor son, Daniel T. Howard, Jr. (hereinafter referred to as the Complainants) against Gino's Inc., Louis Fischer, President (hereinafter referred to as the Respondents) alleging that the Respondents are in violation of Section 5(a) of the Pennsylvania Human Relations Act, Act of October 27, 1955, P.L. 744, as amended; and

WHEREAS, an investigation by the staff of the Pennsylvania Human Relations Commission has found facts sufficient to accredit reasonably the allegation of the Complainants that the Respondents terminated Daniel Howard, Jr. from his position in the Gino's restaurant located at 907 Division Street, Harrisburg, Pennsylvania, because of his race, Black; and

WHEREAS, for the purpose of avoiding further litigation before the Pennsylvania Human Relations Commission, the Respondents do hereby agree to waive their right to a Public Hearing under Section 9 of the Pennsylvania Human Relations Act, and agree to the entry of the following Consent Order and Decree which shall have the full force and effect of an Order of the Pennsylvania Human Relations Commission issued after a full Public Hearing; and

WHEREAS, the Pennsylvania Human Relations Commission and the Respondents enter into this Consent Order and Decree without duress and without an admission, by the Respondents, of any violation of the provisions of the Pennsylvania Human Relations Act, and with the intent to be legally bound thereby:

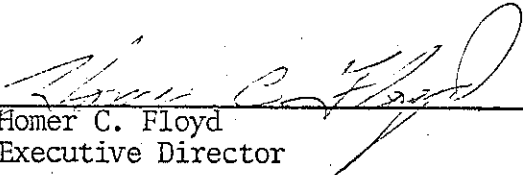
NOW WHEREFORE, this 22nd day of March , 1973 the Pennsylvania Human Relations Commission and the Respondents stipulate and agree as follows:

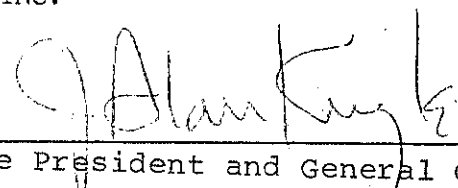
1. The Respondents will pay to Daniel T. Howard, Jr., as compensation of said alleged unlawful discriminatory practice, the sum of \$161.25, which sum is computed at the rate of \$1.50 per hour for 21½ hours per week for five (5) weeks.
2. The Respondent will post in appropriate locations within any place of public accommodation which may be owned, leased, managed, supervised, or operated by the Respondents, all applicable notices relating to the Pennsylvania Human Relations Act and the Pennsylvania Human Relations Commission.
3. The Respondents will submit to the Pennsylvania Human Relations Commission, a statement that all of its policies and practices with relation to any place of public accommodations which they may own, lease, manage, supervise, or operate are in full compliance with all provisions of the Pennsylvania Human Relations Act.
4. The Pennsylvania Human Relations Commission shall retain jurisdiction in this matter and hereby reserves the right to propose appropriate amendments to this Consent Order and Decree at any future time, with the consent and approval of the Respondents herein, to insure that the policies, practices and procedures of the Respondents are in full compliance with the Pennsylvania Human Relations Commission.

5. Complainants hereby waive, release and covenant not to sue the undersigned Respondent with respect to any matters which were alleged as charges filed with the Pennsylvania Human Relations Commission or the United States Equal Employment Opportunity Commission, subject to the performance by the Respondent of the promises and representations contained herein.
6. Those persons signing this Agreement are authorized to sign and can present formal resolution to this effect upon request.

PENNSYLVANIA HUMAN RELATIONS COMMISSION

RESPONDENT
GINO'S, INC.

By : 
 Homer C. Floyd
 Executive Director

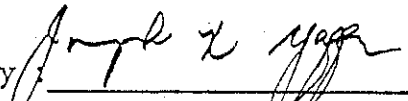
By : 
 Vice President and General Counsel

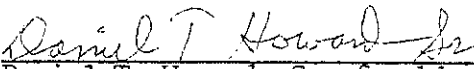
Date March 19, 1973

Date _____

Ratified and approved by the Pennsylvania Human Relations Commission:

COMPLAINANTS

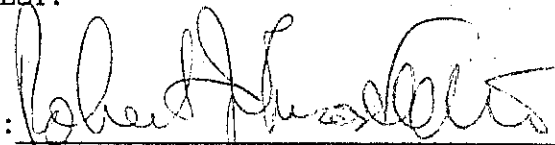
By : 
 Joseph X. Yaffe,
 Vice Chairman

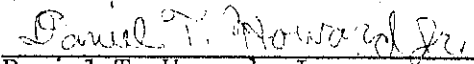
By : 
 Daniel T. Howard, Sr. for his minor son, Daniel T. Howard, Jr.

Date March 19, 1973

Date _____

ATTEST:

By : 
 Dr. Robert Johnson Smith
 Secretary

By : 
 Daniel T. Howard, Jr.

Date _____