

COMMONWEALTH OF PENNSYLVANIA
GOVERNOR'S OFFICE
PENNSYLVANIA HUMAN RELATIONS COMMISSION

ELIZABETH A. MILLER,
Complainant

vs.

DOCKET NO. H-2211

RUTH L. CRIDER and
HERBERT S. CRIDER,
Respondents

HISTORY OF THE CASE, FINDINGS OF FACT
CONCLUSIONS OF LAW, COMMISSION'S
DECISION, AND FINAL ORDER

HISTORY OF THE CASE

This case involves a complaint filed with the Pennsylvania Human Relations Commission at Docket No. H-2211 charging the Respondents Ruth L. and Herbert S. Crider with refusal to rent the house described in the complaint because of the Complainant's sex, in violation of Section 5(h)(1) of the Pennsylvania Human Relations Act, (Act of October 27, 1955, P. L. 744, as amended.)

The Respondents filed an Answer to the complaint denying any discriminatory action. An investigation into the allegations contained in the complaint was made by representatives of the Pennsylvania Human Relations Commission and a determination was made that there was probable cause to credit the allegations therein. Thereupon the Commission endeavored to eliminate the unlawful practice complained of by conference, conciliation and persuasion. These endeavors were unsuccessful and on August 13, 1974, a Public Hearing was convened pursuant to Section 9 of the Human Relations Act. The Hearing Panel consisted of Commissioners E. E. Smith, Chairperson of the Panel, Doris Leader and Dr. Robert Johnson Smith. Henry Mitchell,

Esquire, represented the Complainant and Allen Lugg, Esquire, represented the Respondent.

The Hearing Panel, upon consideration of the transcript and the Brief submitted subsequent to the hearing by both parties, recommended that the Commission find in favor of the Complainant.

FINDINGS OF FACT

I. The Merits

1. The Complainant, Elizabeth A. Miller is a female individual whose complaint at Docket No. H-2211 is the subject of the instant matter.

2. The Respondents Ruth L. and Herbert S. Crider are individuals married to one another. Mrs. Crider, at all times pertinent to this complaint, was the sole owner of the house in question, located in Bald Eagle Township, Clinton County, Pennsylvania, as more fully described in paragraph three (3) of the complaint.

3. Mrs. Crider advertised in the Lock Haven Express that the house in question was for rent. (Exhibit C-8) This ad appeared in the paper which was distributed at approximately 3 P.M. on Tuesday, February 5, 1974. (T. 131-132)

4. In response to the ad, the Complainant telephoned Mrs. Crider on the same afternoon shortly after the paper appeared and made arrangements to obtain the key to the house in question from Mrs. Crider at her residence. Accompanied by her three (3) children, she inspected the house that same afternoon. (T. 14)

5. After inspecting the house, the Complainant returned to Mrs. Crider at her residence and told her she was interested in renting the house in question. She told Mrs. Crider it would take some time to clean the house before she could move in. (T. 15)

6. Mrs. Crider asked the Complainant if she would assume the responsibility of caring for the furnace while she cleaned and fixed the house and the Complainant assured her she would. (T. 16)

7. Mrs. Crider told the Complainant the rent would be \$100.00 a month. (T.17)

8. Mrs. Crider told the Complainant to telephone at 11 A.M. the next day. The Complainant left with the impression that Mrs. Crider would rent the house to her. (T. 18-19)

9. When the Complainant telephoned Mrs. Crider the next morning, she was told by her that the house had been rented to someone else. When Complainant asked why Mrs. Crider had changed her mind, Mrs. Crider told her it was because the Complainant was not married and did not have a man living with her. (T. 19)

10. The Respondent admitted she would not rent the house to a woman who did not have a man living with her. She told the Commission's investigator and she testified at the Hearing that she would not rent to a woman who did not have a man living with her because she wanted someone who would not only look after the house, but would also help her with odd jobs in her own house and property. Mrs. Crider testified that, "I'm not looking for a woman to do that kind of thing." (T. 90, 101, 149-150, 152)

11. Although Mrs. Crider testified she wanted a man to do odd jobs for her, she did not make this a condition of rental when she rented the house to Mr. & Mrs. Evock instead of the Complainant. (T. 82)

12. The Complainant's three (3) children were living with her at the time in question and would have occupied the house with her. One of her children, a boy 15, had been taking care of a furnace for an apartment house since he was seven (7). Mrs. Crider was informed of this. (T. 17)

13. The Complainant herself was "handy", having had experience in such work as installing roofing, siding and panelling, laying tile floors, painting and driving a truck. (T. 121) However, Mrs. Crider testified she "never even thought about" giving the Complainant an opportunity to show that she, with her children, could perform the tasks that Respondent

had in mind. (T. 158)

14. Of those who inquired about renting the house, the Complainant was the first to see it and speak to Mrs. Crider in person. (T. 170)

15. The record does not permit a finding on whether the Respondent would have in fact rented the house to the Complainant but for the fact that she was a woman who would occupy the house without a man. The record is clear that Mrs. Crider refused to even consider the Complainant for the house because of her sex, female.

II. Damages

1. If Mrs. Crider had rented the house in question to the Complainant, the rent would have been \$100.00 a month. (T. 17, 47)

2. When the Complainant applied to the Respondent to rent the house in question, she was living in a place which was highly unsatisfactory for herself and her children. (T. 11-12)

3. When the Respondent refused to rent the house to the Complainant, the Complainant, because of the highly unsatisfactory housing situation she was then in, was forced to rent a house for \$185.00 a month, a figure higher than she could afford. (T. 111)

4. Complainant paid \$185.00 a month rent for the four months from March through June of 1974. In July she was asked to move because the Landlord wanted the house for his own use. She then moved to another house where she paid \$150.00 rent for the month of August. (T. 115; Exhibit C.1-7)

CONCLUSIONS OF LAW

1. The Pennsylvania Human Relations Commission at all times pertinent hereto had and still has jurisdiction over the Complainant and Respondents and subject matter of the complaint under the Pennsylvania Human Relations Act, Act of October 27, 1955, P.L. 744, as amended.

2. The Respondent Herbert S. Crider had no share in the ownership of the house in question. Nor is there sufficient evidence to permit a finding that he participated in the decision to refuse to consider the Complainant for the house. Therefore, as to the Respondent Herbert Crider, this complaint is dismissed.

3. It is no defense to Respondent's refusal to consider the Complainant for rental of the house because of her sex that the Respondent wanted someone to care for the furnace and be available for odd jobs. The Respondent's rejection out-of-hand of Complainant was based on sexual stereotypes and Respondent presented no evidence in support of that stereotype, either that women by virtue of their sex cannot perform these tasks or that the Complainant personally was unable to do so.

4. The Respondent Ruth Crider's conduct in refusing to consider the Complainant for the house because of her sex, female, was in violation of Section 5(h)(1) of the Pennsylvania Human Relations Act.

5. The Respondent Ruth Crider is liable to the Complainant for the difference in what she would have paid in rent but for the Respondent's unlawful refusal to consider her and what she in fact was required to pay to get housing elsewhere.

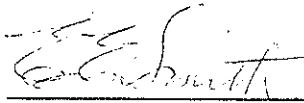
6. The record does not justify a conclusion that the Respondent was liable for the other losses claimed to have been suffered by Complainant as a result of the refusal to rent, such as the loss of furniture.

7. The Commission has authority under Section 9 of

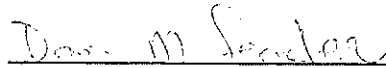
the Pennsylvania Human Relations Act to order the Respondent to compensate the Complainant for monetary damages caused by Respondent's unlawful conduct.

RECOMMENDATION OF HEARING COMMISSIONERS

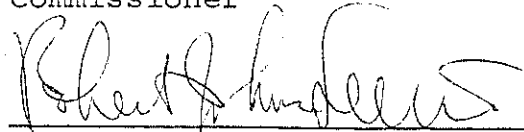
AND NOW, this 1st day of June, 1974,
upon consideration of all the evidence presented at the hearing
on the above matter, the Findings of Fact and the Conclusions of
Law, the Hearing Commissioners recommend to the entire Commission
that an Order be entered against Respondents, Ruth L. Crider and
Herbert S. Crider, in that they committed an unlawful discrim-
inatory practice in violation of the Pennsylvania Human Relations
Act with respect to the complaint of Elizabeth A. Miller.



E.E. SMITH
Chairperson



DORIS LEADER
Commissioner



DR. ROBERT JOHNSON SMITH
Commissioner

COMMONWEALTH OF PENNSYLVANIA
GOVERNOR'S OFFICE
PENNSYLVANIA HUMAN RELATIONS COMMISSION

ELIZABETH A. MILLER,
Complainant

vs.

RUTH L. CRIDER and
HERBERT S. CRIDER,
Respondents

DOCKET NO. H-2211

FINAL ORDER

AND NOW, this 1st day of June, 1974,
upon consideration of the foregoing Findings of Fact and Con-
clusions of Law, and pursuant to Section 9 of the Pennsylvania
Human Relations Act, cited supra, the Pennsylvania Human
Relations Commission

O R D E R S :

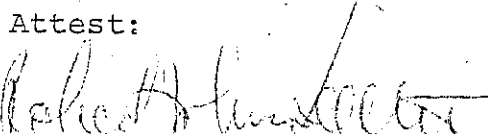
1. That the Respondent, Ruth L. Crider, shall cease and desist from discriminating on the basis of sex in the rental of housing.
2. That the Respondent, Ruth L. Crider, shall pay the Complainant the sum of \$290.00, the difference between what the Complainant paid in rent for the period from the date of the unlawful discrimination to the date of the Hearing and what she would have paid in rent but for Respondent's unlawful discrimination.
3. Payment of damages pursuant to paragraph 2 shall be held in abeyance and shall be effective if and when the Pennsylvania Supreme Court upholds the Commission's authority

to order compensatory damages. PHRC v. Zamantakis, No. 33,
May Term 1974.

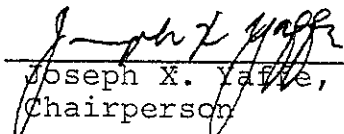
4. If the Respondent, Ruth L. Crider, has not fully complied with paragraph 2 within 30 days of the date of a decision of the Court affirming the Commission's authority, interest of 6 per cent per annum shall accrue on the unpaid amount.

Attest:

PENNSYLVANIA HUMAN RELATIONS
COMMISSION



Dr. Robert Johnson Smith,
Secretary

By: 

Joseph X. Yaffe,
Chairperson

DAVIS

August 7, 1975

SUBJECT Elizabeth Miller's Petition for
Reconsideration of the Final Order

TO Howard Tucker, Director
Compliance Division

FROM Sanford Kahn
General Counsel

*Go down
action:
approved:
8/24/75*

Paragraph 2 of the Final Order provides that the Respondent shall pay the Complainant the sum of \$290, the difference between what the Complainant paid in rent for the period from the date of the unlawful discrimination to the date of the hearing and what she would have paid in rent but for Respondent's unlawful discrimination. Upon reviewing the Record and exhibits, I find that I made an error in computing the damages.

The date of the act of discrimination was February 5, 1974 and the date of the public hearing was August 13, 1974. There is nothing in the Record indicating where the Complainant lived in February or what rent she paid. The Record and the Exhibits support her testimony that from March through June, that is, four months, March, April, May and June, she paid \$185 a month. She would have paid \$100 a month rent if she had been rented the place by Respondent. Therefore, her damages for those four months should have been four times eight five dollars or \$340.

In her Petition for Reconsideration, the Complainant says she should have been compensated for July. However, there is no receipt for the month of July and the Transcript reveals that the Complainant testified (Page 114 of the Transcript) that she was asked to move in July and since she had not received adequate notice, she did not have to pay rent for the month of July. Thus, she cannot be compensated for any damages for the month of July. The Record substantiates that she moved in August and paid \$150 a month rent in August. Since we are compensating here up until the date of the hearing, that means she should be compensated for 13 days in August. On a daily basis, the difference between the \$150 a month she paid in August and the \$100 a month she would have paid is a \$1.70 a day. Multiply that by

Page Two.

13 and you get \$22.00 which is the amount of her damages for the month of August.

Thus, Complainant's total damages should be \$340 plus \$22, a total of \$362.00. I would recommend to the Commission that they issue an amended final order, amending paragraph 2 of the Final Order to the sum of \$362.00 instead of \$290.00. I suppose that the Findings of Fact should be also changed to reflect those considerations I've pointed out which led us to amend the Final Order and not to include February and July.

I suggest you ask Dolly to do this if you want to have this presented to the August Commission Meeting. If you do not, I'll be glad to do it upon my return.

sf

cc: Dolly Shuster

COMMONWEALTH OF PENNSYLVANIA
GOVERNOR'S OFFICE
PENNSYLVANIA HUMAN RELATIONS COMMISSION

ELIZABETH A. MILLER,
Complainant

vs.

DOCKET NO. H-2211

RUTH L. CRIDER and
HERBERT S. CRIDER,
Respondents

HISTORY OF THE CASE, AMENDED FINDINGS OF FACT
CONCLUSIONS OF LAW, COMMISSION'S
DECISION, AND AMENDED FINAL ORDER

HISTORY OF THE CASE

This case involves a complaint filed with the Pennsylvania Human Relations Commission at Docket No. H-2211 charging the Respondents Ruth L. and Herbert S. Crider with refusal to rent the house described in the complaint because of the Complainant's sex, in violation of Section 5(h) (1) of the Pennsylvania Human Relations Act, (Act of October 27, 1955, P. L. 744, as amended.)

The Respondents filed an Answer to the complaint denying any discriminatory action. An investigation into the allegations contained in the complaint was made by representatives of the Pennsylvania Human Relations Commission and a determination was made that there was probable cause to credit the allegations therein. Thereupon the Commission endeavored to eliminate the unlawful practice complained of by conference, conciliation and persuasion. These endeavors were unsuccessful and on August 13, 1974, a Public Hearing was convened pursuant to Section 9 of the Human Relations Act. The Hearing Panel consisted of Commissioners E. E. Smith, Chairperson of the Panel, Doris Leader and Dr. Robert Johnson Smith. Henry Mitchell,

Esquire, represented the Complainant and Allen Lugg, Esquire, represented the Respondent.

The Hearing Panel, upon consideration of the transcript and the Brief submitted subsequent to the hearing by both parties, recommended that the Commission find in favor of the Complainant.

AMENDED FINDINGS OF FACT

I. The Merits.

1. The Complainant, Elizabeth A. Miller is a female individual whose complaint at Docket No. H-2211 is the subject of the instant matter.

2. The Respondents Ruth L. and Herbert S. Crider are individuals married to one another. Mrs. Crider, at all times pertinent to this complaint, was the sole owner of the house in question, located in Bald Eagle Township, Clinton County, Pennsylvania, as more fully described in paragraph three (3) of the complaint.

3. Mrs. Crider advertised in the Lock Haven Express that the house in question was for rent. (Exhibit C-8) This ad appeared in the paper which was distributed at approximately 3 P.M. on Tuesday, February 5, 1974. (T. 131-132)

4. In response to the ad, the Complainant telephoned Mrs. Crider on the same afternoon shortly after the paper appeared and made arrangements to obtain the key to the house in question from Mrs. Crider at her residence. Accompanied by her three (3) children, she inspected the house that same afternoon. (T. 14)

5. After inspecting the house, the Complainant returned to Mrs. Crider at her residence and told her she was interested in renting the house in question. She told Mrs. Crider it would take some time to clean the house before she could move in. (T. 15)

6. Mrs. Crider asked the Complainant if she would assume the responsibility of caring for the furnace while she cleaned and fixed the house and the Complainant assured her she would. (T. 16)

7. Mrs. Crider told the Complainant the rent would be \$100.00 a month. (T.17)

8. Mrs. Crider told the Complainant to telephone at 11 A.M. the next day. The Complainant left with the impression that Mrs. Crider would rent the house to her. (T. 18-19)

9. When the Complainant telephoned Mrs. Crider the next morning, she was told by her that the house had been rented to someone else. When Complainant asked why Mrs. Crider had changed her mind, Mrs. Crider told her it was because the Complainant was not married and did not have a man living with her. (T. 19)

10. The Respondent admitted she would not rent the house to a woman who did not have a man living with her. She told the Commission's investigator and she testified at the Hearing that she would not rent to a woman who did not have a man living with her because she wanted someone who would not only look after the house, but would also help her with odd jobs in her own house and property. Mrs. Crider testified that, "I'm not looking for a woman to do that kind of thing." (T. 90, 101, 149-150, 152)

11. Although Mrs. Crider testified she wanted a man to do odd jobs for her, she did not make this a condition of rental when she rented the house to Mr. & Mrs. Evock instead of the Complainant. (T. 82)

12. The Complainant's three (3) children were living with her at the time in question and would have occupied the house with her. One of her children, a boy 15, had been taking care of a furnace for an apartment house since he was seven (7). Mrs. Crider was informed of this. (T. 17)

13. The Complainant herself was "handy", having had experience in such work as installing roofing, siding and panelling, laying tile floors, painting and driving a truck. (T. 121) However, Mrs. Crider testified she "never even thought about" giving the Complainant an opportunity to show that she, with her children, could perform the tasks that Respondent

had in mind. (T. 158)

14. Of those who inquired about renting the house, the Complainant was the first to see it and speak to Mrs. Crider in person. (T. 170)

15. The record does not permit a finding on whether the Respondent would have in fact rented the house to the Complainant but for the fact that she was a woman who would occupy the house without a man. The record is clear that Mrs. Crider refused to even consider the Complainant for the house because of her sex, female.

II. Damages

1. If Mrs. Crider had rented the house in question to the Complainant, the rent would have been \$100.00 a month. (T. 17, 47)

2. When the Complainant applied to the Respondent to rent the house in question, she was living in a place which was highly unsatisfactory for herself and her children. (T. 11-12)

3. When the Respondent refused to rent the house to the Complainant, the Complainant, because of the highly unsatisfactory housing situation she was then in, was forced to rent a house for \$185.00 a month, a figure higher than she could afford. (T. 111)

4. Complainant paid \$185.00 a month rent for the four months from March through June of 1974. In July she was asked to move because the Landlord wanted the house for his own use. She then moved to another house where she paid \$150.00 rent for the month of August. (T. 115; Exhibit C:1-7)

5. There is no record of the amount of Complainant's rent for the month of February, 1974; the record starts with March, 1974. Complainant paid no rent for the month of July, 1974. (T. 114)

CONCLUSIONS OF LAW

1. The Pennsylvania Human Relations Commission at all times pertinent hereto had and still has jurisdiction over the Complainant and Respondents and subject matter of the complaint under the Pennsylvania Human Relations Act, Act of October 27, 1955, P.L. 744, as amended.

2. The Respondent Herbert S. Crider had no share in the ownership of the house in question. Nor is there sufficient evidence to permit a finding that he participated in the decision to refuse to consider the Complainant for the house. Therefore, as to the Respondent Herbert Crider, this complaint is dismissed.

3. It is no defense to Respondent's refusal to consider the Complainant for rental of the house because of her sex that the Respondent wanted someone to care for the furnace and be available for odd jobs. The Respondent's rejection out-of-hand of Complainant was based on sexual stereotypes and Respondent presented no evidence in support of that stereotype, either that women by virtue of their sex cannot perform these tasks or that the Complainant personally was unable to do so.

4. The Respondent Ruth Crider's conduct in refusing to consider the Complainant for the house because of her sex, female, was in violation of Section 5(h)(1) of the Pennsylvania Human Relations Act.

5. The Respondent Ruth Crider is liable to the Complainant for the difference in what she would have paid in rent but for the Respondent's unlawful refusal to consider her and what she in fact was required to pay to get housing elsewhere.

6. The record does not justify a conclusion that the Respondent was liable for the other losses claimed to have been suffered by Complainant as a result of the refusal to rent, such as the loss of furniture.

7. The Commission has authority under Section 9 of

the Pennsylvania Human Relations Act to order the Respondent to compensate the Complainant for monetary damages caused by Respondent's unlawful conduct.

RECOMMENDATION OF HEARING COMMISSIONERS

AND NOW, this day of , 1975,
upon consideration of all the evidence presented at the hearing
on the above matter, the Findings of Fact and the Conclusions
of Law, the Hearing Commissioners recommend to the entire
Commission that an Order be entered against Respondents, Ruth
L. Crider and Herbert S. Crider, in that they committed an
unlawful discriminatory practice in violation of the Penn-
sylvania Human Relations Act with respect to the complaint of
Elizabeth A. Miller.

E. E. SMITH
Chairperson

DORIS LEADER
Commissioner

DR. ROBERT JOHNSON SMITH
Commissioner

COMMONWEALTH OF PENNSYLVANIA
GOVERNOR'S OFFICE
PENNSYLVANIA HUMAN RELATIONS COMMISSION

ELIZABETH A. MILLER, :
Complainant :
 :
vs. : DOCKET NO. H-2211
 :
RUTH L. CRIDER and :
HERBERT S. CRIDER, :
Respondents :

COMMISSION'S DECISION

AND NOW, this _____ day of _____, 1975
upon consideration of the History of the Case, Findings of
Fact, Conclusions of Law and transcript of testimony, and
recommendations of the Hearing Commissioners, the Pennsylvania
Human Relations Commission finds and determines that the
Respondent, Ruth L. Crider, unlawfully discriminated against
the Complainant in violation of Section 5 (h) (1) of the
Pennsylvania Human Relations Act, cited supra, in that she
refused to lease to Complainant commercial housing because of
the Complainant's sex.

Attest: PENNSYLVANIA HUMAN RELATIONS
COMMISSION

By: _____
Dr. Robert Johnson Smith, Secretary
Joseph X. Yaffe, Chairperson

COMMONWEALTH OF PENNSYLVANIA
GOVERNOR'S OFFICE
PENNSYLVANIA HUMAN RELATIONS COMMISSION

ELIZABETH A. MILLER, :
Complainant :
 :
 :
vs. : DOCKET NO. H-2211
 :
 :
RUTH L. CRIDER and :
HERBERT S. CRIDER, :
Respondents :

AMENDED FINAL ORDER

AND NOW, this _____ day of _____, 1975
upon consideration of the foregoing Findings of Fact and
Conclusions of Law, and pursuant to Section 9 of the
Pennsylvania Human Relations Act, cited supra, the Pennsylvania
Human Relations Commission

O R D E R S :

1. That the Respondent, Ruth L. Crider, shall cease
and desist from discriminating on the basis of sex in the
rental of housing.

2. That the Respondent, Ruth L. Crider, shall pay the
Complainant the sum of \$362.00, the difference between what
the Complainant paid in rent from the month of March through
the month of June and for the first thirteen (13) days of the
month of August, the date of the hearing, and what she would
have paid in rent but for Respondent's unlawful discrimination.
Because there is no record of the rent Complainant paid for
the months of February and July, these months are not included
in the computation.

The amount was computed as follows: For March
through June inclusive, Complainant paid \$185.00 a month in
rent whereas she would have paid \$100.00 a month in rent if
she had rented from the Respondent. Therefore, her damages
for these four months are four times \$85.00 or \$340.00. In

August, she moved and paid a rent of \$150.00 per month. Since compensation is provided to the date of the hearing, Complainant should be compensated for the first thirteen (13) days of August. On a daily basis, the difference between the \$150.00 a month she paid in August and the \$100.00 a month she would have paid is \$1.70 a day. One dollar-seventy times thirteen equals \$22.00 in damages for the month of August. Thus, Complainant's total damages should be \$362.00.

3. Payment of damages pursuant to paragraph 2 shall be held in abeyance and shall be effective if and when the Pennsylvania Supreme Court upholds the Commission's authority to order compensatory damages. PHRC vs. Zamantakis, No. 33, May Term 1974.

4. If the Respondent, Ruth L. Crider, has not fully complied with Paragraph 2 within 30 days of the date of a decision of the Court affirming the Commission's authority, interest of 6 per cent per annum shall accrue on the unpaid amount.

Attest:

PENNSYLVANIA HUMAN RELATIONS
COMMISSION

Dr. Robert Johnson Smith,
Secretary

By: Joseph X. Yaffe,
Chairperson

June 4, 1975

Lugg & Snowiss
Attorneys at Law
333 W. Vesper Street
Lock Haven, Pennsylvania

ATTENTION: Mr. Allan W. Lugg

RE: Docket No. H-2211, Elizabeth A. Miller vs.
Ruth L. Crider and Herbert S. Crider

Dear Mr. Lugg:

Enclosed is a copy of the Commission's Findings of Fact, Conclusions of Law, Commission's Decision, and the Final Order entered by this Commission at its official meeting on June 1, 1975.

You have thirty (30) days from the date the Commission entered this order, to notify the Commission, in writing, as to your compliance with the terms of this Order or to appeal same in the Court.

Very truly yours,

Joseph X. Yaffe
Chairperson

JXY/cds

Enc.

cc: Ruth L. Crider and Herbert S. Crider
Mary Jones, FR

June 4, 1975

Ms. Elizabeth A. Miller
P.O. Box 115
Mill Hall, Pennsylvania 17751

RE: Docket No. E-2211, Elizabeth A. Miller vs.
Ruth L. Crider and Herbert S. Crider

Dear Ms. Miller:

Enclosed is a copy of the Findings of Facts, Conclusions of Law, Commission's Decision, and Final Order issued by the Commission. As of the date of this Order please be advised that the respondent has thirty (30) days from the date of the Order to appeal from the Commission's Final Order.

You also have the right to appeal from the Commission's Final Order. This appeal can either be to the Commission to reconsider their Final Order, in accordance with 35,241 of the General Rules of Administrative Practice and Procedure or to the Commonwealth Court. If you are not satisfied, you may wish to consult your legal counsel in this matter.

The investigating Field Representative, Mary Jones will be in touch with you during this period regarding the respondent complying with those terms outlined in the Final Order. Should the respondent not appeal this Final Order nor comply with the terms outlined in the Final Order, the Commission will petition Commonwealth Court for enforcement of the Order.

As explained above, you will be kept informed as to what is occurring as far as your case is concerned.

Thank you for your patience in this matter.

Very truly yours,

Joseph X. Yaffe
Chairperson