

COMMONWEALTH OF PENNSYLVANIA

PENNSYLVANIA HUMAN RELATIONS COMMISSION

Pennsylvania Human Relations Commission
Complainant

E-4956

vs

Pennsylvania Department of Public Welfare
Dr. Susanne B. Kreinbrook, Superintendent
Woodville State Hospital
Respondent

CONSENT ORDER AND DECREE

WHEREAS, a complaint has been filed by Pennsylvania Human Relations Commission, against the Pennsylvania Department of Public Welfare, Woodville State Hospital, in which it is alleged that the respondent has a continuous practice of not requiring white beauticians to perform a service of pressing Black patients hair because of insufficient training while requiring a Black beautician to provide that service in addition to those regularly performed by white beauticians, which is a violation of Section 5 (a) of the Pennsylvania Human Relations Act 43 P.S. 951, et seq. and

WHEREAS, for the purpose of avoiding further litigation before the Pennsylvania Human Relations Commission, the respondent hereby agrees to waive its right to a full and complete public hearing to which it is entitled under Section 9 of the Pennsylvania Human Relations Act, and also agrees 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 pursuant to a public hearing; and,

WHEREAS, the Commission and the respondent enter into this Consent Order and Decree, without duress, and with the intent to be legally bound hereby:

NOW WHEREFORE, the parties hereby agree as follows:

- A. The respondent, its agents and employees will fully comply with all sections of the Pennsylvania Human Relations Act, and will henceforth establish specific programs of affirmative action to assure that the recruitment, hiring, job assignments, and all other employment practices of the employer afford equal employment opportunities for minority group members and service to minority patients.
- B. The specific actions which are set forth in this agreement are appropriate to the objective of providing equal opportunities in promotion, transfer, discipline, discharge, tenure, and other terms, conditions, and privileges of employment.
- C. The respondent agrees to prepare and adopt a written policy statement to the effect that all applicants for employment will be considered on an equal basis and that no preference, expressed or implied, will be given.
- D. The respondent agrees to require all beauticians be licensed and qualified to have the necessary competency and skills to perform all necessary hair-care for all of the patients regardless of the race, color, religion, and national origin of the patient.
- E. The respondent agrees to ascertain the competency of all beauticians presently employed to perform all necessary hair-care for patients. If any of the present beauticians lack the necessary skills to accommodate the needs of patients because of the race of the patient - said employer shall be required to secure the necessary training and instructions to meet the minimum standards to retain the position of a beautician.
- F. The respondent agrees to furnish a written report verifying

that each of the present employees meets the necessary standards to perform all hair-care within six months of this agreement.

- G. The respondent agrees that all future applicants for the position of a beautician be required to meet minimum standards as listed in section D above.
 - H. The respondent agrees to assign all beautician job assignments on an equal basis. The respondent further agrees to cease and desist transferring patients to beauticians based on the race of the patient. The service rendered to the patient shall be predicated on the patients need.
 - I. That the respondent shall post and maintain in a well lighted easily accessible place the Pennsylvania Human Relations Commission Fair Employment Practice and Public Accommodation Posters.
 - J. That all personnel and supervisors be notified of the equal employment and service policy of the respondent.
 - K. Commission and respondent enter into this agreement with the intent to be legally bound thereby. The Commission and respondent acknowledge that this agreement shall not be final and binding until approved by the Commission and executed by the Chairman of the Commission.
-

Suzanne B. Kraubrock M.D.

Suzanne B. Kraubrock, M.D.
Acting Superintendent
Woodville State Hospital.

ATTEST:

Fred J. Weinhold

Fred J. Weinhold
Personnel Officer
Woodville State Hospital

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 April, 1973.

J. J. [Signature]

J. J. [Signature] Chairman

ATTEST:

Robert Johnson Smith

Dr. Robert Johnson Smith, Secretary