

BEFORE THE HUMAN RIGHTS COMMISSION
OF THE STATE OF MONTANA

SHAWN RICHMOND,)	
Charging Party,)	
)	CASE NO. 00118009503
vs.)	
)	ORDER AFFIRMING
GLACIER COUNTY SHERIFF'S OFFICE,))	DISMISSAL
Respondent.)	

The above-captioned matter came before the Montana Human Rights Commission (Commission) on May 21, 2001. The matter was before the Commission for consideration of the Charging Party's objection to the dismissal of the complaint. Oral argument was not requested and the matter was considered on the record.

After reviewing the record, the Commission finds that the Human Rights Bureau properly dismissed the matter. The record shows that Charging Party filed her complaint of discrimination on December 13, 2000, alleging that Respondent retaliated against her during the period between March and August, 1999, for complaining of sexual harassment that occurred in October, 1998. The record supports the Investigator's conclusion that Charging Party's allegations of retaliation were outside the 180 day statute of limitations and that her complaint was untimely. Further, she concluded that even if her complaint had been timely filed, Charging Party did not meet her burden of proving by a preponderance of the evidence that she had been retaliated against. The Investigator did not abuse her discretion when she issued a notice of dismissal. *24.9.1714(3), ARM*. Accordingly, the notice of dismissal and notice of right to file civil action in district court must be affirmed.

IT IS HEREBY ORDERED, that the Charging Party's objection is unanimously overruled and the notice of dismissal is affirmed.

Dated this __ day of May, 2001.

Gary Hindoien, Chair
Montana Human Rights Commission

CERTIFICATE OF SERVICE

The undersigned employee of the Human Rights Bureau certifies that a true copy of the foregoing **ORDER AFFIRMING DISMISSAL** was served on the following persons by U. S. Mail, postage prepaid on the _____ day of May, 2001.

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