

closed 11/26/74

Catherine Seminatore)
New Hampshire Commission for)
Human Rights)

vs.)

Supervisory Union #35)
and)
White Mountains Regional)
School District)

FINDINGS

1. This matter was brought under the authority of NHRS354-A:8,I and 9, I and II, and was deferred from the Equal Employment Opportunity Commission, Docket Number TBO4-0311.
2. Complainant was an employee at the Whitefield Elementary School, part of Supervisory Union #35, from 1969 to 1973.
3. Complainant met all requirements for the position held and for the position as teaching principal she applied for on or about May 14, 1974.
4. As part of its selection procedures for the position of teaching principal, Respondent required a personal interview between the applicant and various members of the Screening Committee and the School Board.
5. Because Complainant was "known" to various members of the Screening Committee and School Board, she was not afforded the opportunity to be personally interviewed.
6. Personal interview is vital to the selection of a candidate for the position of teaching principal.
7. A male applicant ultimately hired for the position was afforded personal interviews.
8. Testimony under oath by Mrs. Rita Besaw and Mr. John Huddleston was that "a man was wanted" for the position of teaching principal at the Dalton Elementary School at the time Complainant indicated her interest in the position.

Findings/page 2

Therefore, the Commission finds the Complainant was discriminated against during the selection process for the position of teaching principal because of sex, and makes the following Order:

Catherine Seminatore)
New Hampshire Commission for)
Human Rights)
)
vs.)
)
Supervisory Union #35)
and)
White Mountains Regional)
School District)
_____)

AGREEMENT

1. The Parties agree that there shall be no discrimination or retaliation of any kind against any person because of opposition to any practice declared unlawful under Title VII of the Civil Rights Act of 1964 as amended, or because of the filing of a charge; giving of testimony or assistance; or participation in any manner in any investigation, proceeding or hearing under Title VII of the Civil Rights Act of 1964 as amended or NHRS354-A.
2. The Respondent agrees that the Commission, on request of any Complainant or on its own motion, may review compliance with this Agreement. As a part of such review the Commission may require written reports concerning compliance, may inspect the premises, examine witnesses, and examine and copy documents.
3. The Complainant hereby waives, releases and covenants not to sue the Respondent with respect to any matters which were or might have been alleged as charges filed with the New Hampshire Commission for Human Rights, subject to performance by the Respondent of the promises and representations contained herein. The Commission shall determine whether the Respondent has complied with the terms of this Agreement.
4. The Respondent agrees to make all awards contained in this Agreement within fourteen (14) days of receipt, mailed certified along with an executed copy of this Agreement to the New Hampshire Commission for Human Rights, 66 South Street, Concord, New Hampshire.

Catherine Seminatore)
New Hampshire Commission for)
Human Rights)
)
vs.)
)
Supervisory Union #35)
and)
White Mountains Regional)
School District)
_____)

AWARDS AND RELIEF

1. Respondent agrees to include on all advertisements for employment, "Equal opportunity employer male/female."
2. Respondent agrees to pay \$735.31 as reasonable legal fees, payable to McLane, Graf, Greene & Brown.
3. Respondent agrees to pay \$814.46 as reasonable compensation for other dispensations occurred, payable to Catherine R. Seminatore.

DAY YR

1/21/74

WHITE MOUNTAINS SUPERVISORY UNION NO. 35

BETHLEHEM • LAFAYETTE REGIONAL: EASTON, FRANCONIA, SUGAR HILL •
LANDAFF • LISBON REGIONAL: LISBON SPECIAL, LISBON TOWN, LYMAN • LITTLETON •
WHITE MOUNTAINS REGIONAL: CARROLL, DALTON, JEFFERSON, LANCASTER, WHITEFIELD

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114

CHECK NO.

012903

PAY THIS AMOUNT

\$735.31

MCLANE, GRAF, GREENE & BROWN
40 STARK STREET
MANCHESTER NH 03101

LANCASTER NATIONAL BANK
LANCASTER, NEW HAMPSHIRE

AUTHORIZED SIGNATURE

WHITE MOUNTAINS REGIONAL SCHOOL DISTRICT ACCOUNTS PAYABLE

⑆0114⑆0110⑆

MO DAY YR

1/21/74

WHITE MOUNTAINS SUPERVISORY UNION NO. 35

BETHLEHEM • LAFAYETTE REGIONAL: EASTON, FRANCONIA, SUGAR HILL •
LANDAFF • LISBON REGIONAL: LISBON SPECIAL, LISBON TOWN, LYMAN • LITTLETON •
WHITE MOUNTAINS REGIONAL: CARROLL, DALTON, JEFFERSON, LANCASTER, WHITEFIELD

54-110
114

CHECK NO.

012904

PAY THIS AMOUNT

\$814.46

CATHERINE R. SEMINATORE

LANCASTER NATIONAL BANK
LANCASTER, NEW HAMPSHIRE

AUTHORIZED SIGNATURE

WHITE MOUNTAINS REGIONAL SCHOOL DISTRICT ACCOUNTS PAYABLE

⑆0114⑆0110⑆