

**BEFORE THE HUMAN RIGHTS COMMISSION
OF THE STATE OF MONTANA**

PAM DOBSON,

Charging Party,

-v-

COLUMBUS SCHOOL DISTRICT,

Respondent.

Cause No. 0048011147

AMENDED ORDER

On July 14, 2004, the Human Rights Bureau issued a Final Investigative Report and corresponding Notice of Dismissal and Notice of Right to Sue in the above-captioned matter. Charging Party, Pam Dobson (Dobson), filed objections with the Montana Human Rights Commission (Commission). The Commission considered the matter on March 14, 2005.

In the Final Investigative Report (FIR), the Human Rights Bureau Investigator determined a preponderance of the evidence did not support Dobson's assertion that her employer, Respondent, Columbus School District, had unlawfully retaliated after she had engaged in a protected activity.

After careful and due consideration, the Commission concludes that the determination of the Human Rights Bureau is supported by the record and there was no abuse of discretion in the issuance of a Notice of Dismissal. *Admin. R. Mont.*

24.9.1714(3). Charging Party will have 90 days after the receipt of this order to petition a district court in the district where the alleged violation occurred for the appropriate relief. *Mont. Code Ann. § 49-2-509(5) (2003); Admin. R. Mont. 24.9.1714(5)*. If Charging Party fails to commence a civil action within 90 days, the claim is time barred. *Id.*

IT IS HEREBY ORDERED, that Charging Party's objection is overruled. The Commission adopts the determination of the Human Rights Bureau and the Notice of Dismissal is affirmed.

DATED this ____ day of June 2005.

Chair Franke Wilmer
Human Rights Commission

CERTIFICATE OF SERVICE

The undersigned employee of the Human Rights Bureau certifies that a true copy of the forgoing Human Rights Commission ORDER was served on the following persons by U.S. mail, postage prepaid, on June ____ 2005.

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