

BEFORE THE HUMAN RIGHTS COMMISSION
OF THE STATE OF MONTANA

DIANA BUTLER,

Charging Party,

-v-

NATIONAL GENERAL SUPPLY,

Respondent.

Case No. 0101014192

ORDER

Diana Butler (Butler) filed a complaint with the Human Rights Bureau, Department of Labor and Industry (Department) alleging that she was discriminated against in the area of employment on the basis of disability when National General Supply failed to accommodate Butler's disability and terminated her employment.

Following an informal investigation, the Department determined that a preponderance of the evidence did not support Butler's allegations of unlawful discrimination. The Department issued a Notice of Dismissal. Butler filed an objection with the Montana Human Rights Commission (Commission). The Commission considered the matter on September 23, 2010.

The Commission reviews a decision of the Department to dismiss a complaint using an abuse of discretion standard. *Section 49-2-511(2), MCA*. After careful consideration, the Commission concludes the determination of the Department to dismiss the complaint in this case is not an abuse of discretion.

If a charging party chooses to commence a civil action in district court, the charging party has 90 days after the date this order is issued to file a complaint in district court, in the district where the alleged violation occurred, and seek appropriate

relief. *Section 49-2-511(3)(a), MCA.* If a charging party fails to commence a civil action within 90 days, their claims are time barred. *Id.*

Alternatively, a party may ask a district court to review the decision of the Commission to affirm the dismissal of a complaint. *Sections 2-4-702 and 49-2-511(3)(b), MCA.* This review must be requested within 30 days of the date of this order.

IT IS HEREBY ORDERED, that Diana Butler's objection is **overruled**. The Commission affirms the determination of the Human Rights Bureau to dismiss the complaint against National General Supply.

DATED this 6th day of October 2010.

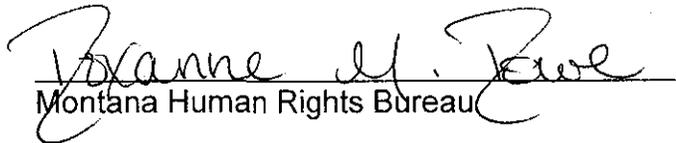

Chair Ryan C. Rusche
Human Rights Commission

CERTIFICATE OF SERVICE

The undersigned secretary for the Human Rights Commission certifies that a true and correct copy of the foregoing ORDER was mailed to the following by U.S. Mail, postage prepaid, on this 10th day of October 2010.

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Montana Human Rights Bureau