

BEFORE THE HUMAN RIGHTS COMMISSION  
OF THE STATE OF MONTANA

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BRENDA ROSE,

Charging Party,

-v-

BEST WESTERN JORDAN INN,

Respondent.

Case #0091013661

ORDER

Brenda Rose (Rose) filed a complaint with the Human Rights Bureau, Department of Labor and Industry (Department) alleging that the Best Western Jordan Inn discriminated against her based on race when they "relieved her from her job as acting general manager."

Following an informal investigation, the Department determined that a preponderance of the evidence did not support Rose's allegations of unlawful discrimination. The Department issued a Notice of Dismissal. Rose filed an objection with the Montana Human Rights Commission (Commission). The Commission considered the matter on March 17, 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, for the 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. *Section 49-2-511(3)(b), MCA; Mont. Code Ann. § 2-4-702.* This review must be requested within 30 days after the date this order is issued.

IT IS HEREBY ORDERED, that Brenda Rose's objection is **overruled**. The Commission affirms the determination of the Human Rights Bureau to dismiss the complaint against the Best Western Jordan Inn.

DATED this \_\_\_\_ day of March 2010.

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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 \_\_\_\_\_ day of March 2010.

BRENDA ROSE  
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Montana Human Rights Bureau