

BEFORE THE HUMAN RIGHTS COMMISSION  
OF THE STATE OF MONTANA

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HANNAH VALDEZ,  
Charging Party

HRB CASE NO. 0131015752

-v-

ORDER

FINAL AGENCY DECISION

ROCKY MOUNTAIN COLLEGE,  
Respondent

\*\*\*\*\*

Charging Party, Hannah Valdez (Valdez), filed a complaint with the Department of Labor and Industry (Department) alleging discrimination in education on the basis of disability. Following an informal investigation, the Department determined that a preponderance of the evidence did not support Valdez's allegations that Respondent, Rocky Mountain College, discriminated against Valdez. The Department issued a Notice of Dismissal. Valdez filed an objection with the Montana Human Rights Commission (Commission). The Commission considered the matter on July 19, 2013. No oral argument was requested for this hearing.

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.*

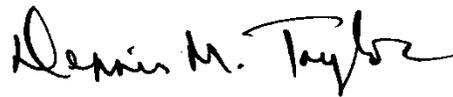
Alternatively, a party may ask a district court to review the decision of the Commission to affirm the dismissal of a complaint. *Sections 2-4-702 and 49-2-511(3)(b), MCA*. This review must be requested within 30 days of the date of this order. A party must promptly serve copies of

a petition for judicial review upon the Human Rights Commission and all parties of record.

*Section 2-4-702(2), MCA.*

IT IS HEREBY ORDERED, that Hannah Valdez's objection is **overruled**. The Commission affirms the determination of the Human Rights Bureau to dismiss the complaint against Rocky Mountain College.

DATED this 22nd day of July, 2013.

A handwritten signature in black ink that reads "Dennis M. Taylor". The signature is written in a cursive style with a horizontal line underneath it.

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Dennis M. Taylor, Chair  
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 22nd day of July, 2013.

DONALD HARRIS  
HARRIS & WARREN PLLP  
3936 AVENUE B, SUITE D  
BILLINGS, MT 59102

N. GREGORY KOHN  
DIRECTOR OF HUMAN RESOURCES  
1511 POLY DRIVE  
BILLINGS, MT 59102



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Annah Smith, Legal Secretary  
Montana Human Rights Bureau