

BEFORE THE HUMAN RIGHTS COMMISSION
OF THE STATE OF MONTANA

MARY MONTZ,
Charging Party

-v-

TAMARACK PROPERTY MANAGEMENT,
Respondent

HRB CASE NO. 0141016579

FINAL AGENCY DECISION

Charging Party, Mary Montz (Montz), filed a complaint with the Department of Labor and Industry (Department) alleging discrimination in employment on the basis of marital status. Following an informal investigation, the Department determined that a preponderance of the evidence did not support Montz's allegations that Respondent, Tamarack Property Management, discriminated against Montz. The Department issued a Notice of Dismissal. Montz filed an objection with the Montana Human Rights Commission (Commission). The Commission considered the matter on July 14, 2014. Mary Montz requested oral argument. On the day of the hearing, Ms. Montz decided not to present her argument. Steve Lehman appeared via telephone and argued on behalf of Tamarack Property Management.

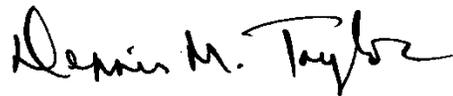
The Commission reviews a decision of the Department to dismiss a complaint using an abuse of discretion standard. *Section 49-2-511(2), MCA*. After careful consideration, the Commission concludes the determination of the Department to dismiss the complaint in this case is not an abuse of discretion.

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, the 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 Mary Montz's objection is **overruled**. The Commission affirms the determination of the Human Rights Bureau to dismiss the complaint against Tamarack Property Management.

DATED this 18th day of July, 2014.



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 18th day of July, 2014.

MARY MONTZ
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ANACONDA, MT 59711

TAMARACK PROPERTY MANAGEMENT CO.
ATTN: ANGIE MURDICK
2929 3RD AVENUE NORTH #538
BILLINGS, MT 59101



Annah Smith, Legal Secretary
Montana Human Rights Bureau