

BEFORE THE HUMAN RIGHTS COMMISSION  
OF THE STATE OF MONTANA

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ADAM JACKSON,  
Charging Party

-v-

HEALTHCARE SERVICES GROUP, INC.,  
Respondent

HRB CASE NO. 0141016929

FINAL AGENCY DECISION

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Charging Party, Adam Jackson (Jackson), filed a complaint with the Department of Labor and Industry (Department) alleging discrimination in employment on the basis of age. Following an informal investigation, the Department determined that a preponderance of the evidence did not support Jackson’s allegations that Respondent, Healthcare Services Group, Inc., discriminated against Jackson. The Department issued a Notice of Dismissal. Jackson filed an objection with the Montana Human Rights Commission (Commission). The Commission considered the matter on January 13, 2015. 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, the claims are time barred. *Id.*

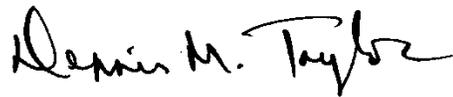
Alternatively, a party may ask a district court to review the decision of the Commission to affirm the dismissal of a complaint. *Sections 2-4-702 and 49-2-511(3)(b), MCA*. This review must be requested within 30 days of the date of this order. A party must promptly serve copies of

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 Adam Jackson's objection is **overruled**. The Commission affirms the determination of the Human Rights Bureau to dismiss the complaint against Healthcare Services Group, Inc..

DATED this 15th day of January, 2015.



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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 15th day of January, 2015.

ADAM JACKSON  
1025 COMO DRIVE  
MISSOULA, MT 59804

JOHN EMSLIE  
HEALTHCARE SERVICES GROUP, INC.  
3220 TILLMAN DRIVE, #300  
BENSALEM, PA 19020



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Annah Smith, Legal Secretary  
Montana Human Rights Bureau