



NEWS RELEASE

FOR IMMEDIATE RELEASE Tuesday, June 07, 2011

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Amicable Resolution Found In The Case of a Female Restaurant Server at the Original Pancake House in Boulder Alleging Sexual Harassment

Denver, CO – Leadership at the Colorado Civil Rights Division (“**CCRD**”) today announced the department’s conclusion of its involvement in the case where a female server alleged that employees of the Original Pancake House in Boulder sexually harassed her, both verbally and physically, during the two and a half years of her employment.

“The most important issue here is that despite long-standing laws and public policies against sexual harassment, many employees still endure hostile workplaces based upon gender in Colorado,” said **Steven Chavez**, Director of the **CCRD** which is a division of the Department of Regulatory Agencies (“**DORA**”). “The Division is committed to ensuring that all Coloradans may live and work free of such discriminatory treatment.”

The complainant reported to the Boulder Police Department that the harassment took place at the establishment at 2600 Canyon Boulevard when she worked there in 2009. After she reached out to the **CCRD**, the Division conducted an in-depth investigation and found, in a Letter of Decision, that there was probable cause to believe that the female server had been subjected to sexual harassment. The Colorado Civil Rights Commission (“**CCRC**”) then reviewed the Letter of Decision on February 4, 2011, and set the matter for a public hearing before a state administrative law judge. On March 5, 2011, the police officers arrested three individuals alleged to have participated in the sexual harassment on multiple charges including a class 4 felony of Unlawful Sexual Contact with Force.

Late last week, the **CCRC** reached an amicable resolution with the restaurant after the server agreed to dismiss her claims following a separate private confidential settlement with the restaurant. While the specific terms of the agreement between the Original Pancake House and its former employee are confidential, Director Chavez strongly feels that the scheduled public hearing helped create a situation where settlement talks could gain momentum. In furtherance of its continual efforts to eliminate illegal discrimination, the Commission entered its own settlement agreement with the restaurant, which references the separate agreement between the restaurant and its former employee. While still denying any wrongdoing, the restaurant agreed to accept training regarding the Colorado Civil Rights Act and abide by the act in the future.

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*The **Colorado Civil Rights Division** is charged with enforcing the State's Anti-Discrimination laws in the areas of employment C.R.S § 24-34-402, housing C.R.S. § 24-34-502 and public accommodation C.R.S. § 24-34-602. The Division also engages in preventative measures by providing training to groups and information to individuals regarding current laws.*

*The **Colorado Civil Rights Commission** was created by the General Assembly of the State of Colorado to stand for equal protection of the laws of all people. The **CCRC** is charged under the law with investigating and studying the existence, character, causes and extend of unfair or discriminatory employment practices.*

***DORA** is dedicated to preserving the integrity of the marketplace and is committed to promoting a fair and competitive business environment in Colorado. Consumer protection is our mission.*

For more information on the **DORA**, visit: www.askdora.colorado.gov . For more information on the **CCRD**, click on the "Division of Civil Rights" page on the left sidebar of the DORA homepage.

For more on this case from the **Boulder Police Department**, visit the following links:

http://www.bouldercolorado.gov/index.php?option=com_content&view=article&id=14344:march-10-2011-boulder-police-department-clarifies-information-in-sex-assault-case-at-original-pancake-house&catid=769:2011-news-releases&Itemid=4721

and:

http://www.bouldercolorado.gov/index.php?option=com_content&view=article&id=14309:march-5-2011-boulder-police-arrest-three-sexual-assault-suspects-at-the-original-pancake-house&catid=769:2011-news-releases&Itemid=4721

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