

EEOC Determination.

Re: Unrestricted Internet Access Policy of Minneapolis Public Library Creates Sexually Hostile Work Environment.

Date: May 23, 2001.

Charge Number: 265A00651

FEPA Number: 0000

Cynthia L. Smith

Minneapolis, MN 55410

Charging Party

vs.

Minneapolis Public Library

300 Nicollet Mall

Minneapolis, MN 55401

Respondent

DETERMINATION

I issue the following determination on the merits of this charge.

Respondent is an employer within the meaning of Title VII of the Civil Rights Act of 1964, as amended, 42 U.S.C. 2000e, et. seq. and timeliness, deferral and all other requirements for coverage have been met.

Based on the Commission's investigation, the Commission is able to conclude that the information obtained established violations of the statutes with regards to the allegations set forth in the charge, that the Respondent did subject the Charging Party to sexually hostile work environment. This is in violation of Title VII of the Civil Rights Act of 1964, as amended.

Section 706(b) of Title VII requires that if the Commission determines that there is reason to believe that violations have occurred, it shall endeavor to eliminate the alleged unlawful employment practices by informal methods of conference, conciliation, and persuasion. Having determined that there is reason to believe that violations have occurred, the Commission now invites the parties to join with it in a collective effort toward a just resolution of this matter. A representative of this office will be in contact with each party in the near future to begin the conciliation process. Disclosure of information obtained by the Commission during the conciliation process will be made in accordance with Section 706(b) of Title VII and Section 1601.26 of the Commission's Procedural Regulations. When the respondent declines to enter into settlement discussions, or when the Commission's representative for any other reason, is unable to

secure a settlement acceptable to the office Director, the Director shall so inform the parties in writing and advise them of the court enforcement alternative available to the charging party, aggrieved persons, and the Commission.

On behalf of the Commission,

May 23, 2001

Date

Bobbie J. Carter, Director
Minneapolis Area Office

cc: Halagan Law Firm, LTD
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