

NEW YORK STATE
DIVISION OF HUMAN RIGHTS

NEW YORK STATE DIVISION
OF HUMAN RIGHTS
on the Complaint of

DENISE M. FREEMAN,

Complainant,

v.

FAMILY DOLLAR STORES OF NEW YORK, INC.
, AND STEPHANIE WILLIAMS, STORE
MANAGER AND SHAWN ALVORD, DISTRICT
MANAGER AS AIDER AND ABETTORS,

Respondent.

NOTICE AND
FINAL ORDER

Case No. 10124829

PLEASE TAKE NOTICE that the attached is a true copy of the Recommended Order of Dismissal for Administrative Convenience (“Recommended Order”), issued on March 25, 2009, by Thomas J. Marlow, an Administrative Law Judge of the New York State Division of Human Rights (“Division”). An opportunity was given to all parties to object to the Recommended Order, and all Objections received have been reviewed.

PLEASE BE ADVISED THAT, UPON REVIEW, THE RECOMMENDED ORDER IS HEREBY ADOPTED AND ISSUED BY THE HONORABLE GALEN D. KIRKLAND, COMMISSIONER, AS THE FINAL ORDER OF THE NEW YORK STATE DIVISION OF HUMAN RIGHTS (“ORDER”). In accordance with the Division's Rules of Practice, a copy of this Order has been filed in the offices maintained by the Division at One Fordham Plaza, 4th Floor, Bronx, New York 10458. The Order may be inspected by any member of the public during the regular office hours of the Division.

PLEASE TAKE FURTHER NOTICE that any party to this proceeding may appeal this Order to the Supreme Court in the County wherein the unlawful discriminatory practice that is the subject of the Order occurred, or wherein any person required in the Order to cease and desist from an unlawful discriminatory practice, or to take other affirmative action, resides or transacts business, by filing with such Supreme Court of the State a Petition and Notice of Petition, within sixty (60) days after service of this Order. A copy of the Petition and Notice of Petition must also be served on all parties, including the General Counsel, New York State Division of Human Rights, One Fordham Plaza, 4th Floor, Bronx, New York 10458. Please do not file the original Notice or Petition with the Division.

ADOPTED, ISSUED, AND ORDERED.

DATED: **APR 02 2009**
Bronx, New York



GALEN D. KIRKLAND
COMMISSIONER

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**FAMILY DOLLAR STORES OF NEW
YORK, INC. , AND STEPHANIE WILLIAMS,
STORE MANAGER AND SHAWN ALVORD,
DISTRICT MANAGER AS AIDER AND
ABETTORS,**

Respondents.

**RECOMMENDED ORDER
OF DISMISSAL FOR
ADMINISTRATIVE
CONVENIENCE**

Case No. 10124829

PROCEEDINGS IN THE CASE

On April 14, 2008, Complainant filed a verified complaint with the New York State Division of Human Rights (“Division”), charging Respondents with unlawful discriminatory practices relating to employment in violation of N.Y. Exec. Law, art. 15 (“Human Rights Law”).

After investigation, the Division found that it had jurisdiction over the complaint and that probable cause existed to believe that Respondents had engaged in unlawful discriminatory practices. The Division thereupon referred the case to public hearing.

The case was assigned to Thomas J. Marlow, an Administrative Law Judge (“ALJ”) of the Division. Complainant was represented by Jason M. Wolf, Esq. Respondents were represented by Edward Singletary, Esq.

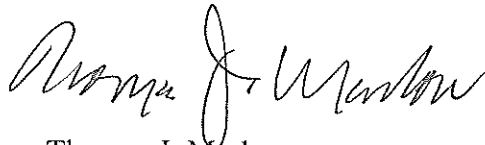
By correspondence dated February 12, 2009, counsel for Complainant requested that the Division dismiss the complaint for administrative convenience because Complainant intends to pursue federal remedies in court. (ALJ's Exhibit 1)

In a telephone conversation on March 19, 2009, and by correspondence dated March 19, 2009, counsel for Respondents indicated that Respondents do not oppose Complainant's request. (ALJ's Exhibit 2)

Pursuant to Section 297.3(c) of the Human Rights Law, the complaint should be dismissed on the grounds of administrative convenience. The Complainant intends to pursue federal remedies in court, in which forum all the issues concerning the question of discrimination charged can be resolved.

ORDERED, that the case be dismissed for administrative convenience.

DATED: March 25, 2009
Bronx, New York

A handwritten signature in black ink, appearing to read "Thomas J. Marlow". The signature is fluid and cursive, with a large initial "T" and "M".

Thomas J. Marlow
Administrative Law Judge