

From: Dean Tharp  
Date: June 3, 2021 at 6:10:33 AM PDT  
To: "Elizabeth H. Monahan" [emonahan@cob.org](mailto:emonahan@cob.org)  
Subject: Municipal Court Discrimination Complaint

Attached find a complaint Local 1937 is filing with your office pertaining to allegations of discrimination in Bellingham Municipal Court.

### **Municipal Court Discrimination Complaint**

Filed by: Guild of Pacific Northwest Employees, Local 1937  
Dean Tharp  
Staff Representative

Date: June 3, 2021 <sup>①</sup>

In accordance with the Local 1937 Collective Bargaining Agreement, Article 19.2 Discrimination we are filing a complaint against Bellingham Municipal Court Judge Lev for discriminating against certain protected classes of citizens in her court's employment practices. As you know, our contract precludes grievances about work place discrimination complaints and directs us to file these complaints with your office. Local 1937 leaders recently became aware of complaints believe it is our obligation to inform you of the following:

#### **Gender-based Discrimination**

- A. There is a long, demonstrable history and pattern of not hiring male employees. This fact was confirmed by a witness who was told by a court official that the court did not hire male employees because "men do not make good court clerks."
- B. We also understand that a woman was recently not hired even though she was a top candidate simply because a court official said "she will have babies."

#### **Age-based Discrimination**

Court officials have made disparaging comments about "older workers" ability to perform certain duties.

#### **Religion-based Discrimination**

A court official, when discussing a recently-hired employee, was thought to have fine prospects as a new-hire because she was a "good Christian like..." and then named another staff member.

We request an investigation into the above complaints.

Thank you for consideration in addressing our concerns.