



STATE OF NEW YORK
OFFICE OF THE ATTORNEY GENERAL

ERIC T. SCHNEIDERMAN
ATTORNEY GENERAL

DIVISION OF SOCIAL JUSTICE
CIVIL RIGHTS BUREAU
KRISTEN CLARKE, BUREAU CHIEF

October 19, 2015

By Facsimile

Katherine McNally, RN
President
Interim Healthcare Inc. of Nanuet
508 Airport Executive Park
Nanuet, NY 10954

Dear Ms. McNally:

The Office of the New York State Attorney General has learned that your company, Interim Healthcare Inc. of Nanuet ("Interim Healthcare"), recently issued a discriminatory advertisement refusing to hire Haitian nurses. Specifically, Interim Healthcare placed an advertisement in the New York Saver newspaper published on October 15, 2015, which requested, in relevant part, a "laid back nurse, no Haitians" (the "Advertisement"). The Advertisement violates federal and state civil rights laws that prohibit discrimination in hiring on the basis of national origin. See Title VII of the Civil Rights Act, 42 U.S.C. § 2000e *et seq.*, and the New York State Human Rights Law, N.Y. Executive Law § 296.

Attorney General Eric T. Schneiderman is committed to ensuring that all New York residents are afforded equal protection under the law. To that end, the Office of the Attorney General ("OAG") demands that, by October 22, 2015, you provide written proof to the OAG that you discontinued the Advertisement. Further, the OAG demands that you provide the following information to the OAG by October 30, 2015:

- (1) Documents sufficient to show any remedial steps that Interim Healthcare has taken with respect to the Advertisement, including the discontinuation of any other advertisements and revisions to any equal employment opportunity, non-discrimination or affirmative action policies, practices or complaint procedures;
- (2) All documents relating to the Advertisement;
- (3) The names of all staff and personnel responsible for hiring nurses and nurses' aides;

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- (4) The names of all staff and personnel responsible for creating and distributing advertisements for employment;
- (5) Copies of all advertisements for employment, including but not limited to, print, television, radio, internet materials and social networking pages; and
- (6) Copies of any complaints by Interim Healthcare employees or independent contractors relating to discrimination, harassment or retaliation.

The relevant time period for the information requested above is from October 19, 2014 until the present. If Interim Healthcare is unable to respond to any inquiry in full, please provide all available responsive information and a detailed explanation as to why a more complete response is not possible.

Thank you in advance for your cooperation. If you have any questions or would like to discuss this matter further, please contact me at (212) 416-8149 or Diane.Lucas@ag.ny.gov.

Very truly yours,



Diane Lucas
Assistant Attorney General
Civil Rights Bureau