

APPENDIX A

CONFIDENTIAL RECORD SHEET
REGISTRATION, SUBSCRIPTION, and STATISTICAL SERVICE
BOY SCOUTS OF AMERICA

Date 10 - 2 - 87

Full name Richard E. FINE
(No initials if you can possibly get full name)

Address [REDACTED]

City [REDACTED] State Pa Zip Code 15208

Date of birth 1/22/40 (This is important and should be exact.)

Approximate age 47 (To be used ONLY when date of birth is not known)

Religion Catholic Nationality USA

Occupation Union Employee - Govt. Government

Education High School Grad.

Weight 150 Height 5' 11" Race White

Color of hair Brown Color of eyes Brown

Outstanding characteristics or interests Civil War Enthusiast

Married or single [REDACTED] Children [REDACTED]
(Number, ages, and names, if possible)

Spouse's name [REDACTED]

Scouting connections:

Unit No.	City	State	Office	Date registered	Date resigned
<u>2333</u>	<u>Lehigh Valley</u>	<u>Pa</u>	<u>MC</u>	<u>Aug. 57</u>	<u>Current</u>

Special recognition _____

Suspended or denied registration for following reasons:

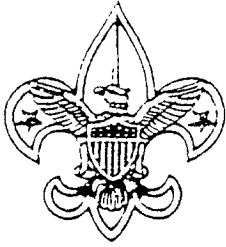
charged no name reference at Boy Scout in 1957
SPECIFY THE FACTS WHICH LEAD YOU TO RECOMMEND DENIAL OF
ATTACHED SUPPORTING DOCUMENTS (STATE ONLY KNOWN FACTS,
OF SPECULATION):

CONFIDENTIAL
OCT 14 1987
F. STARON

NOTED
OCT 26 '87
JOSEPH L. ANGLIM

Signed Rich Rogers
SCOUT EXECUTIVE
Council York - Adams Area Council
Co-57

*)) 2333 Lehigh Valley Pa ... Aug 57, 1957



A program for Cub Scouts, Boy Scouts, and Explorers

YORK-ADAMS AREA COUNCIL 544
BOY SCOUTS OF AMERICA

800 E. KING STREET, YORK, PA 17403-1797 [REDACTED]

June 17, 1988

MEMO TO: Paul Ernst, National Director of Registration
Charles Ball, Assistant Regional Director
Dave Sharp, Area Director of #6
Tom Summers, Chairman, Standards of Membership Committee

FROM: Richard N. Rogers

SUBJECT: Letter from Children and Youth Services, York County
Ref.: Ronold Palese Dated: May 5, 1988

The attached letter has been received which in short says that the allegations presented to them with regard to Ronold Palese are substantiated. I do not know if we will still receive a request to review our procedures or not.

Also, I do not know what results this will have on the outcome of the hearing of April 27, 1988, with the Human Relations Commissioner. It does, however, give us further proof the need to maintain our position regarding his registration denial.

RNR/ki

cc: Joseph Korsak, Attorney

Member of The United Way of York County and Adams County

REMEMBER THE YORK-ADAMS AREA COUNCIL, BOY SCOUTS OF AMERICA, IN YOUR WILL



CONF013788

THE COUNTY COMMISSIONERS OF YORK COUNTY

BOARD OF COMMISSIONERS
LORRAINE B. HOVIS, PRESIDENT
RONALD E. FITZKEE
GEORGE M. TROUT



HARRY A. SEYLER
Chief Clerk/Administrator
THOMPSON J. McCULLOUGH
Solicitor

Children and Youth Services

NORMAN R. DANZIK, ACSW
EXECUTIVE DIRECTOR

May 5, 1988

Richard Rogers, Scout Executive
York/Adams Area Council
Boy Scouts of America
[REDACTED]
York, PA 17403

Dear Mr. Rogers:

On November 20, 1987, you contacted our agency with concerns regarding the welfare of [REDACTED]

We have completed our investigation and were able to substantiate the allegations, but the family was not receptive to voluntary agency services.

We do appreciate your interest. If you continue to have concern or further problems should develop, please do not hesitate to call.

Sincerely,

Amy Little
Intake Investigator

Wright Rundle
Intake Unit Director

nlw

WATS CALL FORM

CALL BACK REQUESTED _____

COUNCIL #

PHONE NO: [REDACTED]

CALLER: JOHN HIRSCHI

POSITION: [REDACTED]

TYPE OF PROBLEM

REGISTRATION _____

VETERANS _____

EXPLORING _____

SCOUTING _____

BOYS' LIFE _____

UNIT #

DIST. #

EXP. DATE

TRANSMITTAL #

FILM #

PROBLEM: KON YALESE

NAME & NO TO PARK

PAID ATTORNEY FOR COUNCIL -

COUNCIL WANT PARK TO

COMMUNICATE WITH HIM

REMINDED ON MONDAY
3-7-88

REMINDED PARK

TO CALL
ATTORNEY

NAME [Signature]

DATE 3-7-88

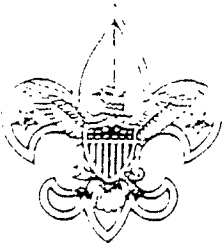
TIME _____

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TO David DATE 3/7 TIME 9:53 AM
FROM Ernst AREA CODE _____ NO. _____
OF _____ EXT. _____
MESSAGE Please call the council
atty. Joe Kovach
[REDACTED]

SIGNED _____

PHONED _____ CALL BACK _____ RETURNED CALL _____ WANTS TO SEE YOU _____ WILL CALL AGAIN _____ WAS IN _____ URGENT _____



A Program for Cub Scouts, Boy Scouts, and Explorers

YORK-ADAMS AREA COUNCIL 544

BOY SCOUTS OF AMERICA

800 E. KING STREET, YORK, PA 17403-1797 [REDACTED]

February 16, 1988

Paul Ernst
Registration Services
National Office
Boy Scouts of America
1325 Walnut Hill Lane
Irving, TX 75038-3096

Dear Paul:

Find attached the papers filed by Ronold E. Palese with regards to the Boy Scouts having removed his registration.

I must file papers back to the State of Pennsylvania on or about March 3, 1988, or request a 30-day extension.

We need to be present at the hearing on April 27.

I have a meeting with an attorney on Wednesday, February 17, 1988, to review our position.

I await your comments.

Sincerely,

[Handwritten signature]

Richard N. Rogers
SCOUT EXECUTIVE

*FILED IN
KICK LOSS
2-29-88*

*COUNCIL ATTORNEY
JOE KORSAK*



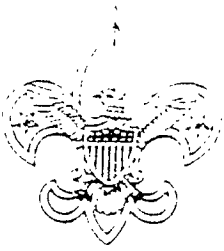
SHOULD WE MAKE AN OUT-STATEMENT?

Member of The United Way of York County and Adams County

REMEMBER THE YORK-ADAMS AREA COUNCIL, BOY SCOUTS OF AMERICA, IN YOUR WILL



CONF013792



A program for Cub Scouts, Boy Scouts, and Explorers

YORK-ADAMS AREA COUNCIL 544
BOY SCOUTS OF AMERICA

800 E. KING STREET, YORK, PA 17403-1797 [REDACTED]

November 24, 1987

MEMO TO: Paul Ernst, Registration Services
FROM: Rich Rogers *fr*
SUBJECT: Ronold Palese

As our President, Eric Linde, was reviewing our case ^{on} ~~with~~ Ronold Palese with our council attorney, George Kain, George suggested strongly that we report this case to the State of Pennsylvania.

Also, on the advise of Stephen Voorhees, of our Board, we also were encouraged to make a report.

We filed a report on November 18, 1987.

Amy Little of Children and Youth Services interviewed me on November 19th.

As you can see by the attached letter of November 23, 1987, the state's role is in their hands.

Thanks also for the conference call with George Kain last week. It was most helpful to all of us.

Member of The United Way of York County and Adams County

REMEMBER THE YORK-ADAMS AREA COUNCIL, BOY SCOUTS OF AMERICA, IN YOUR WILL



CONF013793

THE COUNTY COMMISSIONERS OF YORK COUNTY

BOARD OF COMMISSIONERS

W. C. MCKINLEY

JAY R. BAIR

LORRAINE B. HOVIS



LYNWOOD O. SCHLETER
CHIEF CLERK

J. CHRISTIAN NESS
SOLICITOR

Children and Youth Services

NORMAN R. DANZIK, ACSW
EXECUTIVE DIRECTOR

November 23, 1987

Richard Rogers
York/Adams Area Council
B.S.A.

York, PA 17403

Re: Darryl Miller

Dear Mr. Rogers:

This letter acknowledges your recent report concerning Darryl. Please be assured that York County Children and Youth Services is looking into the matter and complying with its investigative responsibilities under the law. If you have any additional information, or if new information comes to your attention which you believe would be helpful to the investigation it is important that you bring it to the attention of Amy Little, the assigned investigator. The agency's telephone switchboard is open from 8:00 a.m. to 4:00 p.m. on business days. After hours, or on non-business days an answering service will come on the line with whom you may leave a message. An after-hours caseworker is available for emergency intervention.

At such time as the investigation is completed, the agency will make every effort to send you a report on the ultimate disposition in this case. You should understand that some investigations, by their very nature, take a considerable period of time and therefore your patience is requested. Please call if you have any questions.

The Child Protective Services Law grants immunity to any person or institution participating in good faith in the making of a report or testifying in any proceeding arising out of an instance of suspected child abuse. The identity of any person who makes a report of suspected child abuse or a person who cooperates in a subsequent investigation is kept confidential, except when you allow disclosure.

Thank you for your interest in this matter.

Sincerely,

Norman R. Danzik

Wright Rundle
Intake Supervisor

nlw

WATS CALL FORM

CALL BACK REQUESTED _____

COUNCIL # 544

PHONE NO: _____

CALLER: RICH ROSEBY

POSITION: SE

TYPE OF PROBLEM

REGISTRATION _____

VETERANS _____

EXPLORING _____

SCOUTING _____

BOYS' LIFE _____

UNIT # _____

DIST. # _____

EXP. DATE _____

TRANSMITTAL # _____

FILM # _____

Geo. Kane - COUNCIL ATTORNEY

DISCUSSION OF RON FALESE

RELATED TO REVIEW OF

REGISTRATION BY COUNCIL

NAME

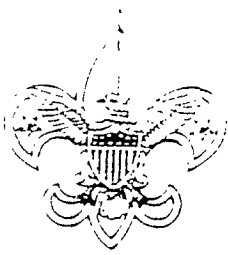
PS

DATE

11-20-87

TIME

R/S-433
3/13/86-clf-567r



A program for Cub Scouts, Boy Scouts, and Explorers

YORK-ADAMS AREA COUNCIL 544

BOY SCOUTS OF AMERICA

800 E. KING STREET, YORK, PA 17403-1797 [REDACTED]

November 12, 1987

MEMO TO: Paul Ernst, Registration Services
FROM: Rich Rogers, Scout Executive
SUBJECT: Ronold Palese

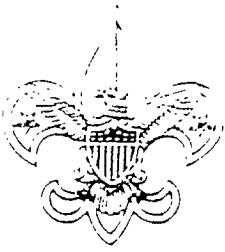
As per direction of confidential procedures, we have removed from our files all registration of Ronold Palese with the Boy Scouts of America. This action is effective as of Monday, November 9, 1987.

Member of The United Way of York County and Adams County

REMEMBER THE YORK-ADAMS AREA COUNCIL, BOY SCOUTS OF AMERICA. IN YOUR WILL



CONF013796



A program for Cub Scouts, Boy Scouts, and Explorers

YORK-ADAMS AREA COUNCIL 544
BOY SCOUTS OF AMERICA

300 E. KING STREET, YORK, PA 17403-1797 [REDACTED]

November 11, 1987

MEMO TO: Paul Ernst, Registration Services, SUM SC08
FROM: Richard N. Rogers, Scout Executive
SUBJECT: Ronold E. Palese

On Monday, November 9, J. Eric Linde III, President of York-Adams Area Council, and I personally delivered the original of the attached letter to Ronold Palese (note spelling of first name) at St. James Lutheran Church in Gettysburg, Pennsylvania, at approximately 5:00 p.m.

Ronold's wife, [REDACTED] was also present (she is the District Executive of Black Walnut District).

Eric Linde indicated that there was absolutely no connection between the need to deliver this letter and the complaint that has been filed by [REDACTED] with the State of Pennsylvania's Human Relation Commission.

Ronold and [REDACTED] both indicated that they felt that this was additional harrassment to her case and that we, the Boy Scouts of America, Eric Linde, and I, would be hearing from a bank of attorneys as they proceed to file a defamation of character suit.

We did not attempt to discuss any details except to indicate that we could and would convene a council review committee after we receive in writing a request from Ronold for same.

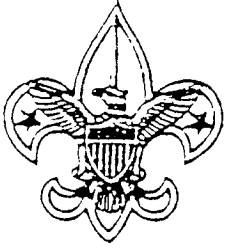
cc: Bill Scollay, Regional Director of Personnel
Rudy Flythe, Regional Director
John Hirschi, Area Director
J. Eric Linde III, President, York-Adams Area Council

Member of The United Way of York County and Adams County

REMEMBER THE YORK-ADAMS AREA COUNCIL, BOY SCOUTS OF AMERICA, IN YOUR WILL



CONF013797



A program for Cub Scouts, Boy Scouts, and Explorers

YORK-ADAMS AREA COUNCIL 544
BOY SCOUTS OF AMERICA

800 E. KING STREET, YORK, PA 17403-1797 [REDACTED]

October 15, 1987

Ronold Palese
[REDACTED]

Gettysburg, PA 17325

Dear Ron:

After careful review, we have decided that your registration with the Boy Scouts of America should be suspended. We are therefore compelled to request that you sever any relations that you may have with the Boy Scouts of America. A refund of your registration fee is enclosed.

You should understand that BSA membership registration is a privilege and is not automatically granted to everyone who applies. We reserve the right to suspend registration whenever there is a concern that an individual may not meet the high standards of membership which the BSA seeks to provide for American youth.

If you wish to have this decision reviewed by a council review committee, please write to me, explaining your version of the facts supporting your claim that your registration as a BSA member should be reinstated.

Sincerely yours,

J. Eric Linde III
COUNCIL PRESIDENT

Member of The United Way of York County and Adams County

REMEMBER THE YORK-ADAMS AREA COUNCIL, BOY SCOUTS OF AMERICA IN YOUR WILL



CONF013798

October 27, 1987

Mr. Richard M. Rogers
Scout Executive
York Adams Area Council, No. 544

PERSONAL AND CONFIDENTIAL

SUBJECT: Ronald E. Palese

Dear Richard:

Thank you for the detailed information sent concerning the above Scouter. This case has been reviewed with our attorney and is now on our permanent Confidential File.

Sincerely,

Paul Ernst, Director
Registration Service

PE/eak

cc: Northeast Region

CONF013799



SCOUTING/USA

A program for Cub Scouts, Boy Scouts, and Explorers

Northeast Region
BOY SCOUTS OF AMERICA

P.O. Box 350
Dayton, New Jersey 08810-0350
Telephone: (██████████)

October 16, 1987

TO: RICHARD ROGERS
FROM: William Scollay, RPD/NER
SUBJECT: RONALD E. PALESE

This will confirm my telephone call October 13, 1987.

The matter has been reviewed at the Home Office.

Proceed to remove Mr. Palese from volunteer responsibility.
Suspend BSA Registration.

Follow instructions for the Confidential File.

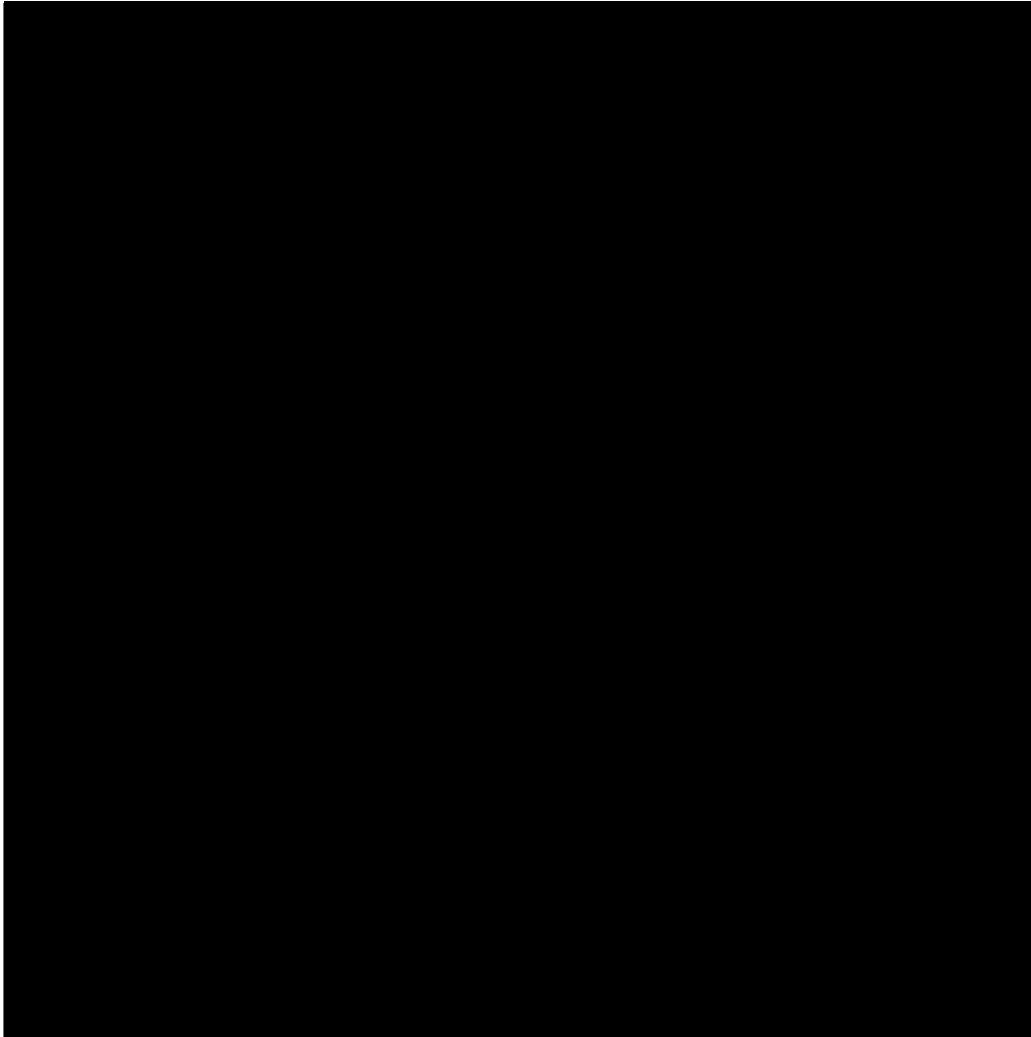
Send copy of letter suspending registration to Paul Ernest, S008.

Thank you.

bcc: William McLaughlin

Richard N. Rogers

10-7-87



WATS CALL FORM

CALL BACK REQUESTED _____

COUNCIL # 544

PHONE NO: [REDACTED]

CALLER: RICH ROGERS

POSITION: JE

TYPE OF PROBLEM

REGISTRATION _____ VETERANS _____ EXPLORING _____
SCOUTING _____ BOYS' LIFE _____

UNIT # DIST. # EXP. DATE TRANSMITTAL # FILM #

RON PALESE - MARRIED TO
PRESENT DE -
- SHE HAS FILED SUIT FOR DISCRIMINATION

PALESE RESIGNED IN 1983 FROM TROOP
CAME BACK AND REGISTERED A YEAR
LATER NO CHARGES FILED - NOTHING
SENT TO NATIONAL - SE NOW FEELS
SHOULD NOT REGISTER REPEATED IN
INDIA AND HASER JUDGMENT

10-14-87
9 AM
TALKED TO BILL SCULLY
PROCEED WITH FROM
ADVISE ME IF APPROV
TOLD SE TO GET THERE
SPONSOR HIS FEEL THERE
DAVE PARK. LAD DE V
BILL SCULLY
LEAD MTL
10-14-87

NAME PSant
DATE 10-13-87
TIME _____

R/S-433
3/13/86-cif-567r

WATS CALL FORM

CALL BACK REQUESTED _____

COUNCIL # 544

PHONE NO: _____

CALLER: JOHN HIRSH
NE. REGION

POSITION: _____

TYPE OF PROBLEM

REGISTRATION _____

VETERANS _____

EXPLORING _____

SCOUTING _____

BOYS' LIFE _____

UNIT # DIST. # EXP. DATE TRANSMITTAL # FILM #

D8605 - 013666 B/Y - 1/49

E2863 - 010443

S0079 - 012703

ROM PALESE (1983)

SM 79

GETTYSBURG, PA.

ACCUSED OF CHILD MOLESTATION
CDCL - YORK, PA

WILL SEND INFO

WIFE IS PROFESSIONAL SCOUTER
IN CNCL

Added to CF file. Have
not deleted registration
Pending info from
Council

NAME P Ernst

DATE 10-1-87

TIME _____

R/S-433
3/13/86-clf-567r

10-1-87 cmj

COMMONWEALTH OF PENNSYLVANIA

PENNSYLVANIA HUMAN RELATIONS COMMISSION

2/15/83

RONOLD E. PALESE

COMPLAINANT(S)

v.

YORK-ADAMS AREA COUNCIL 544,
BOY SCOUTS OF AMERICA

RESPONDENT(S)

DOCKET NO. E-42983-D

NOTICE TO DEFEND

A Complaint has been filed against the above-named respondent(s) with the Pennsylvania Human Relations Commission. The Pennsylvania Human Relations Act requires a respondent to file a written, verified Answer to the Complaint within thirty (30) days of service of the Complaint. The Commission, upon request of the respondent, may grant an extension of not more than thirty (30) additional days.

The Answer must specifically admit or deny each and every statement of fact alleged in the Complaint, unless you state that after reasonable investigation you are without knowledge or information sufficient to form a belief as to the truth of a statement, and must state clearly and concisely the facts and matters of law upon which you are relying. All defenses or objections to the Complaint must be clearly stated.

You are hereby advised that if you do not file an Answer, all of the statements in the Complaint will be treated as being admitted, as will any statements which are not specifically denied in an Answer. Also, if you do not file an Answer, the Commission may proceed without you and may make a determination on the case without further notice. If you do not answer, or if you do not file a complete and specific Answer, you may lose rights that are important to you. The Answer should be filed with the Human Relations Representative named below.

You are not required to retain an attorney. However, if you want legal representation, you should take this Notice and the Complaint to an attorney at once. If you have any questions about this Notice, you may go to, or phone, the office set forth below for further information. Inquiries should be made to the Human Relations Representative whose name appears below.

Carolee Koakiwa

(Human Relations Representative
assigned to case)

(Regional Office Address)

Harrisburg, PA 17110

Docket No. E-42833-D

Complainant Surname PALESE VS
YORK-ADAMS AREA COUNCIL 544, BOY
SCOUTS OF AMERICA

PENNSYLVANIA HUMAN RELATIONS COMMISSION
NOTICE TO THE RESPONDENT OF A FACT FINDING CONFERENCE

In the accord with a statutory mandate (PHR Act, Section 9) for a prompt investigation of all complaints of discrimination, the Commission has scheduled a FACT FINDING CONFERENCE ON THIS COMPLAINT. The conference will be held:

Place: PHRC HBG REGIONAL OFFICE 3405 N. 6TH ST, HBG 17110

Date: APRIL 27, 1988 TIME: 10:00 A.M.

A fact finding conference is a meeting at which the two parties of the complaint (face to face) present evidence and documents about the issues raised in the charge. A Commission Representative, called a Fact Finder, will preside over and conduct the meeting. The purpose and goal of the conference is to achieve either an early settlement or a prompt investigation of the complaint.

The Fact Finding Conference is to the advantage of both the Complainant and the Respondent. Each party is given the opportunity to present its version on the charge and to rebut the position of the other. The conference is not a quasi trial nor a hearing, but rather it is an investigatory procedure. It is a direct and immediate way for the Commission -- with the concerned parties present -- to probe and investigate the facts and circumstances surrounding the issues raised in the charge of discrimination.

Although neither party is required to employ an attorney for the Fact Finding Conference, the Complainant and/or the Respondent, if they so choose, may be represented by legal counsel. However, any attorney present plays a strictly advisory role, and may testify only to matters of which he or she has first hand information.

The Commission encourages both parties to consider settlement of this complaint through a negotiated settlement prior to a determination on the merits of the complaint. If a settlement is reached whereby the Complainant accepts a satisfactory adjustment and agrees to withdraw his/her complaint, the Commission will cease its investigation and dismiss the complaint without a determination on its merits.

Enclosed is a packet of material that will acquaint you with the state's anti-discrimination laws which the Commission administers, and outline the procedures in the investigation of a complaint; and, indeed, begin those investigative procedures. Each enclosed item is self-explanatory:

- 1) The complaint form.
- 2) Notice to Defend.
- 3) Documents and Data Required.
- 4) An Invitation to enter a Pre-Determination Settlement with the Complainant.
- 5) A Notice of Appearance (if you choose to be represented by legal counsel).
- 6) PHRC Guide for Respondents.

Within 30 days of the receipt of the service of this complaint, the Law requires that you respond to the allegations as they are stated in the complaint:

The PHRAct, as amended, states

"The Respondent shall file a written verified answer to the complaint within thirty days of service of the complaint. The Commission, upon request of the Respondent, may grant an extension of not more than thirty additional days."

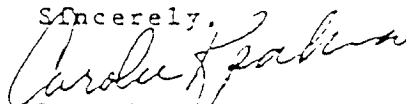
(The specificity entailed in your answer is addressed in the previously cited enclosure "Notice to Defend".)

If there are any questions that you wish to ask about the complaint, the Fact Finding Conference, the investigative procedures of the Commission, or the documentation you should provide, please contact me. I will be the Fact Finder of the conference on this complaint. I will work with you and with the Complainant to find promptly the facts of the complaint or to bring about an early settlement of the charge.

You are reminded of the PHRC regulations 41:82(1) and (2) which require the Respondent to retain until the final despositon of the complaint all records relating to the Complainant, and all records relating to similarly situated employees or similarly situated applicants for the same position.

Thank you for your cooperation.

Sincerely,



CAROLEE WPAKIWA
FACT FINDER

PENNSYLVANIA HUMAN RELATIONS COMMISSION

DOCUMENTS AND DATA REQUIREMENTS

DOCKET NO. E-42893-A

The following data and documents are required for the investigation of the above complaint in accord with PHRC Regulations, Pa. Code 16 §42:43. The respondent should provide them within 30 days of the receipt of the complaint service packet. Failure to do so may require our Commission to issue a subpoena.

A. Full legal name of respondent:
Address:
President:

B. Name of person designated by the respondent to provide information/documents concerning this complaint.

Name: Title:
Address: Telephone No.:

C. Please submit copies of the following reports to EEOC as applicable:

EE01 - Employers of 100 or more.

EE02 - Craft or trade apprenticeship programs of employers, labor organizations, and joint labor-management committees.

EE03 - Local labor organizations with 100 or more members.

EE04 - State and local government jurisdiction with 15 or more employees.

EE05 - Elementary/Secondary educational institutions with 15 or more employees.

EE06 - Higher educational institutions with 15 or more employees.

D. Please submit copies of the following as applicable:

1) Current Union Contract.

2) Employee or Member Handbook/Manual.

E. Along with your thorough and detailed answer to each allegation pursuant to Section 35.35 of the Commonwealth of Pennsylvania's Rules of Procedure before administrative agencies and the enclosed "Notice to Defend", please submit documentary evidence, affidavits and any other written statements you deem relevant to the charge(s).

Please provide copies of any & all documents that will help clarify the complaint.

NOTE: Summaries/Lists cannot be substituted where documents are requested.

over

DEFINITIONS

Document - as used herein this includes but is not limited to all written, printed, typed, microfilmed and recorded memoranda, transcribed communications, correspondence, pamphlets, books, notes, digests, logs, diaries, calendars, computer printouts, and/or any machine-readable documents from which these are or may be produced, photographs, tape recordings, and all non-identical copies thereof.

(An explanation of any and all codes necessary to understanding any document submitted, must be included with the document.)

Protected Class - as used in this request refers to a persons's race, sex, ancestry, national origin, color, religious creed, age (over 40), or handicap/disability.

When referring to the complainant, the "protected class" would be the one or more classes the complainant cites on the complaint form.

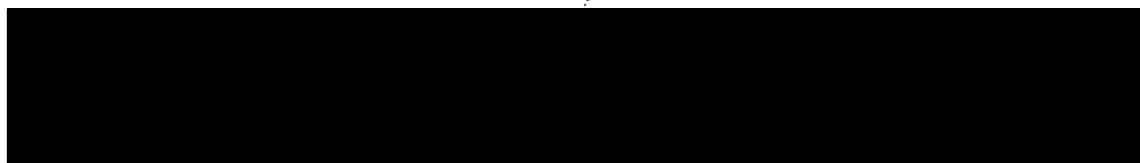
When referring to persons not in that protected class, we are requesting data and documents concerning persons who are commonly considered to be in the group that is just the opposite of the complainant's protected class(es) viz. if the complainant's protected class is sex (female) then those we are interested in who are not in the complainant's protected class would be the males.

If the complainant cited classes such as a particular handicap, or a particular ancestry, an age over 40, and a particular religion, then the data and documents of persons in the opposite class would concern those non-handicapped, those not of that particular ancestry, those under 40 years of age, and any persons not of the complainants particular religion.

L.

Please provide an affidavit explaining why a sealed closed case was reopened and a copy of any & all policies that require this.

H.



PENNSYLVANIA HUMAN RELATIONS COMMISSION

INVITATION TO NO FAULT
PRE-DETERMINATION SETTLEMENT

The advantages of a Pre-Determination Settlement, as opposed to the standard full investigative process, are considerable. Foremost is the limitation of financial liability in cases where back pay is appropriate since resolution of a complaint curtails the growth of additional back pay liabilities. Additionally, a Respondent is spared the normal disruptions of an extended in-depth investigation, a possible adverse determination with the resultant need to engage in the conciliation process, and the prospect of the charge being litigated. Also the Complainant would be barred from suit on the issue if the settlement is honored.

Any proposed means of settlement is, of course, negotiable, and if a settlement proposal is acceptable to all parties, no further investigation follows, nor is a predetermination as to the merits of the charge issued. No prejudice results from either participation in, or a decision not construed either as an admission of a violation or a waiver of the right to a Commission determination, should an early settlement not be reached.

If you are interested in pursuing the Pre-Determination Settlement process in regard to the instant charge, please contact the investigator assigned this complaint.

INVESTIGATOR Carolee Kpakiwa My Work Hours 8:00 a.m., to 4:00 p.m.

TELEPHONE ([REDACTED]) (Office hours 8:00 a.m. to 5:00 p.m.)

INFORMATION ON FEDERAL/STATE CONTRACTS

In addition to information for specific investigation of this complaint please find the following information regarding State and Federal Government Contracts.

1. Is the Company a state or federal government contractor?

State: Yes _____ No _____ Federal: Yes _____ No _____

2. If the Company is a Government Contractor, name the Contract Compliance Agency... Give the name, address, and telephone number of the Company's Compliance Review Officer with that Agency:

Contract Compliance Agency: _____

Compliance Review Officer: _____

Address: _____

Phone: _____

3. What is the dollar amount of:

A. State Contracts _____

B. Federal Contracts _____

4. Does the Contract require you to have an approved affirmative action program or plan or contain a non-discrimination clause?

5. If you have no State Contract at the present time... Are you currently or anticipating bidding on a State Contract? If so, with what Agency?

6. Is your firm a sub-contractor of a firm who is holding a State Contract? If so, have you been informed verbally or in writing by the prime contractor that the sub-contractor is bound by the existence of a "non-discriminatory clause" in the prime contract?

COMMONWEALTH OF PENNSYLVANIA
PENNSYLVANIA HUMAN RELATIONS COMMISSION

In the matter of:

Docket No:

NOTICE OF APPEARANCE

Please enter my appearance in the above designated matter on behalf of:

I am authorized to accept service on behalf of said participant in this matter.

(CHECK ONE)

() On the basis of this notice I request a copy of each document hereafter issued by the Pennsylvania Human Relations Commission in this matter.

() I am already receiving or have access to a copy of each document issued by the Pennsylvania Human Relations Commission in this matter (alone or in a consolidated proceeding) and do not on the basis of this notice require an additional copy.

Signature

Name (printed)

Date

P O Address

City, State, and ZIP Code

Telephone Number (including area code)

COMMONWEALTH OF PENNSYLVANIA
EXECUTIVE OFFICE
PENNSYLVANIA HUMAN RELATIONS COMMISSION



COMPLAINT

COMPLAINANT(S):

RONOLD E. PALESE

vs.

Docket No. E-42883-D

RESPONDENT(S):

YORK-ADAMS AREA COUNCIL 544, BOY
SCOUTS OF AMERICA

1. The Complainant(s) herein (is) (are):

Name: Ronold E. Palese

Address: [REDACTED] Gettysburg, Pa. 17325

Name: _____

Address: _____

Name: _____

Address: _____

2. The Respondent(s) herein (is) (are):

Name: York-Adams Area Council 544, Boy Scouts of America

Address: [REDACTED] York, Pa. 17403

Name: _____

Address: _____

Name: _____

Address: _____

3. The Complainant(s) allege(s) that on or about or until about _____
November 9, 1987 _____ the Respondent(s)
suspended him as an adult leader.

A. I, the Complainant, further allege:

1. About 1979, I was approved as an adult leader by the Respondent.

2. On November 30, 1981, my spouse Janet Palese was hired by the
Respondent as a professional Scout District Executive.

3. On July 23, 1987, Janet filed a charge with PHRC alleging sex
discrimination regarding promotion against the Respondent.

4. On September 18, 1987, I spoke to Richard Rogers about his asking
Janet about:

a. The number of children we would have.

b. Whether she could take care of the children.

1. Specifically I informed him that he was violating
Janet's civil rights by asking her these type of
questions.

2. Shortly hereafter I also informed Jeff Stanley,
Assistant Scout Executive of 4 (b)(1) above.

5. On November 9, 1987, I was suspended as a adult leader by Mr. Rogers

6. To date, I am still under suspension.

B. Mr. Rogers indicated he suspended me for alleged sexual abuse of a
child at camp some 4 1/2 years prior.

C. I further allege that I was suspended in retaliation for having opposed
discrimination prohibited by the PHR Act, in that:

1. The incident cited as a basis for suspending me had been investi-
gated and closed as unfounded 4 1/2 years prior to the suspension.

2. Mr. Rogers sent this 4 1/2 year old incident to the York County
Office of Children and Youth who is now investigating the incident.

4. The allegations in paragraph 3 hereof constitute(s) an unlawful discriminatory practice or unlawful practice and is in violation of:

Pennsylvania Human Relations Act (Act of October 27, 1955, P.L. 744, as amended.)
Section 5 Subsection(s) (a) + (i) (1) + (2)

Section 5.1 Subsection(s) _____

Section 5.2 Subsection(s) _____

Pennsylvania Fair Educational Opportunities Act (Act of July 17, 1961, P.L. 766 as amended)
Section 4 Subsection(s) _____

5. The Complainant(s) allege(s) that the alleged unlawful discriminatory practice or unlawful discriminatory practices:

is/are of a continuing nature which has/have persisted up to and including the present time

6. No other action based on the aforesaid allegations has been instituted by the Complainant in any Court or before any other Commission within the Commonwealth of Pennsylvania except as follows:

NONE

This charge will be referred to EEOC for the purpose of dual filing.

This charge will be referred to HUD for the purpose of dual filing.

7. The Complainant(s) pray that the Respondent(s) be required to:

(a) Make the Complainant(s) whole, including, but not limited to an award of back pay, hiring, reinstatement, upgrading, and restoration of job benefits; or to provide the housing sought or the loan sought in connection with housing.

(b) Eliminate all unlawful discriminatory practice(s) and procedure(s).

(c) Remedy the discriminatory effect of past practice(s) and procedure(s).

(d) Take further affirmative action necessary and appropriate to remedy the violation complained of herein.

(e) Provide such further relief as the Commission deems necessary and appropriate.

COMMONWEALTH OF PENNSYLVANIA :
 : SS
COUNTY OF Adams :

RONOLD E. Palase, of full age, being duly sworn according to law
poses and says: that he is the Complainant herein; that he has read the foregoing complaint
and knows the content thereof; that to the best of his knowledge, information and belief the
facts alleged therein are true.

Sworn to and subscribed before me this 15th
day of March, 19 78.

[Signature]
Signature of Complainant(s)

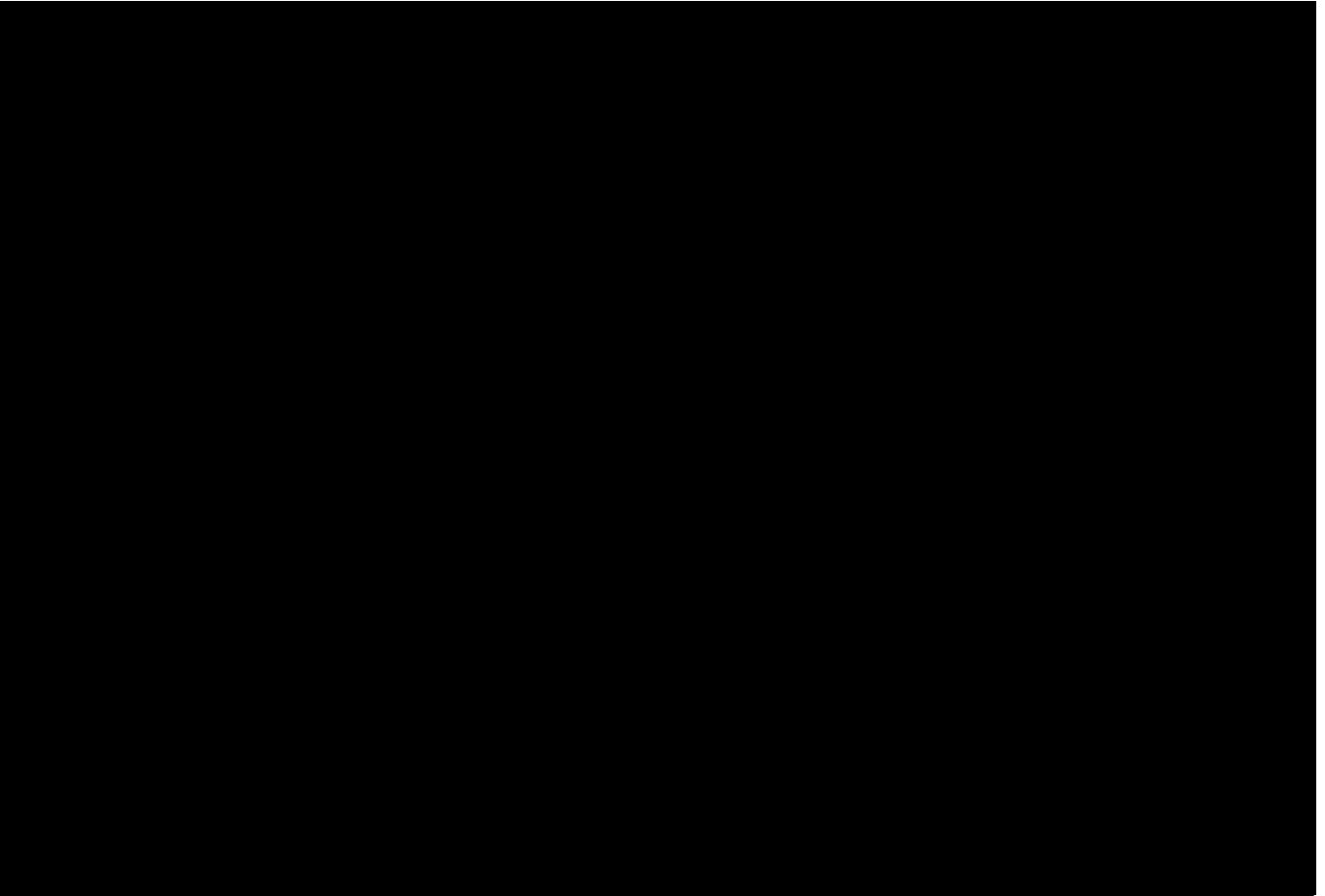
Notary Public [Signature]
NOTARY PUBLIC

I hereby certify that I have this day served
the foregoing document upon all parties of
record in this proceeding in accordance with
the requirements of 1 Pa. Code § 33.31 (relating
to service by the agency).

Dated at this 2nd day of February,
1988.

Carol A. Anney
Signature

August 27, 1946



RON PALESTE

CALL FROM [REDACTED] SAT AM 9-10
RON MOJESTING 2 BOYS AROUND
2AM SAT JULY 10
PARENTS WILL PUT IT ON PAPER
SUGGESTED - TALK WITH RON RE GAR
TO HIS VO 3 RESIGN + CALL TO

TOM CALLED BACK
PARENTS WILL PUT IN WRITING
RON WILL RESIGN FOR GOOD
OF TUCKAHOE + SCOUTING BUT DO
NOT COMMIT ACT ACCUSED OF

JANET CALLED SUN PM
JANET, BOB WITTEN, [REDACTED]
PARENTS + S/M

HAD MTG IN AREA - WISE NOT
ANYTHING IN WRITING - AS
COUNCIL HAS TAKEN PROPER
ACTION

DR WITTEN CALLED IN RE
ARDS TO OUR POSITION
RE PONS OTHER SCOUTING ACT.
NEED WRITTEN STATEMENT
TO FOLLOW THRU

CALLED TOM SUMMER TO
UP DATE HIM

MTG OF TC

7/19/83 11. A.M.

[REDACTED]
[REDACTED], TOM SUMMER, AT SKI
TOLD OUR STORY BY [REDACTED]
REVIEWED ALL REPORTS FROM
[REDACTED] + RON

BE
BRIEF

CASE RECORD
INCIDENT REPORT

BE
SPECIFIC

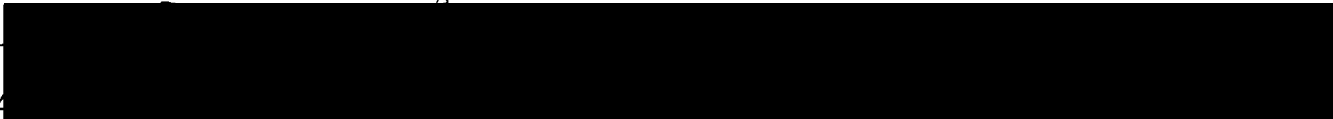
Pack/Troop/Post/Ship 7 District York Adams Town York

The use of this form is limited to specific incidents outside the general run of activities, which require special consideration and comment (i.e. accidents, deaths, fines, crimes, leadership failures, etc.)

Time of Incident: 7:30 a.m. p.m. Date of Incident: 7/1, 1985

Place of Incident: _____

Personnel Involved:

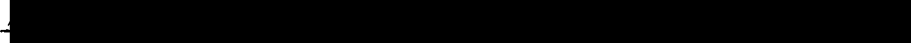
<u>Name</u>	<u>Position</u>	<u>Address</u>	<u>Phone</u>
			
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____

Witnesses:

Incident Was Reported To:


Leader () Parent () Guardian () Police () Other: _____

Person Contacted:

Name 

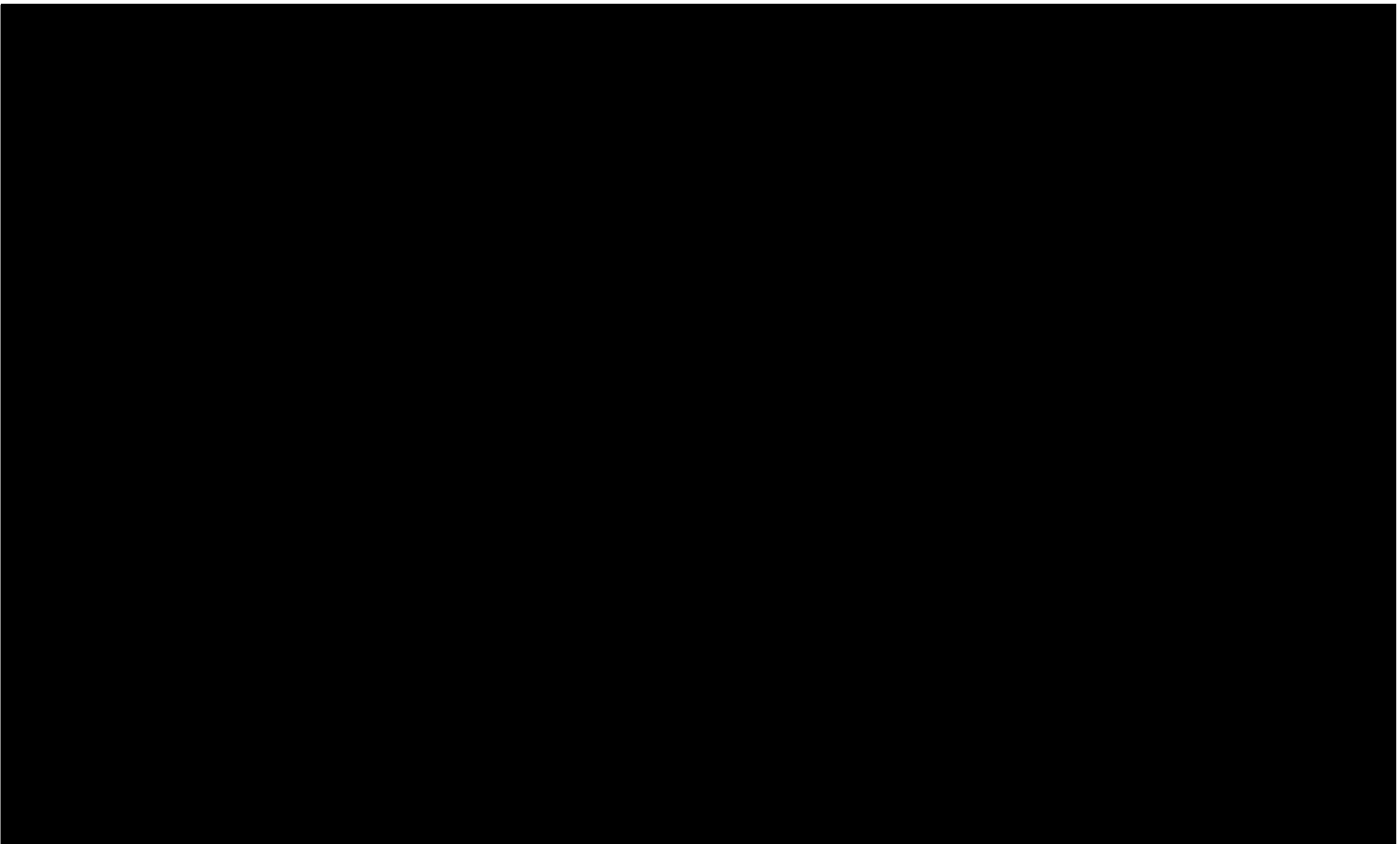
Contact Was Made: In Person () By Phone ()

Contact Was Made By:

Name  Time 7:30 a.m. p.m. Date 7/1/85

Signed _____ Camp York Adams
(Camp Director or Campmaster)

7-1-83



Action On This Report

Copies Sent to:

Scout Executive Date _____ Other _____ Date _____

Program Director Date _____ Other _____ Date _____

Follow Up:

Action Taken: _____

Bring-Up Date: _____ Signed _____

Final Disposition:

Action Taken: _____

Date: _____ Signed _____

[redacted] and asked if he wished him to sit further. [redacted]
[redacted] who shared the tent with [redacted] was present
during this time. At some point [redacted] left the
Tent to use the ~~toilet~~ Rest Room. When [redacted] returned
the alleged activities continued and Ron left the tent.
At 4:30 AM the involved parties approached [redacted] with
the program.

At 7:30 AM [redacted] Approached the CAMP Director
With the problem and the Program Director + Camp Director
Approached Ron and questioned him about the problem. A
Breakfast [redacted] [redacted] [redacted] [redacted] [redacted] [redacted]

All 5 parties met - and decided
that there was enough cause to proceed. At that
time the possible course of action was discussed
and Ron was asked to return [redacted] [redacted] [redacted]

would satisfy them. Ron Resigned the position of
Human Resources on 16/7/83

M. J. [redacted]

Points to Review

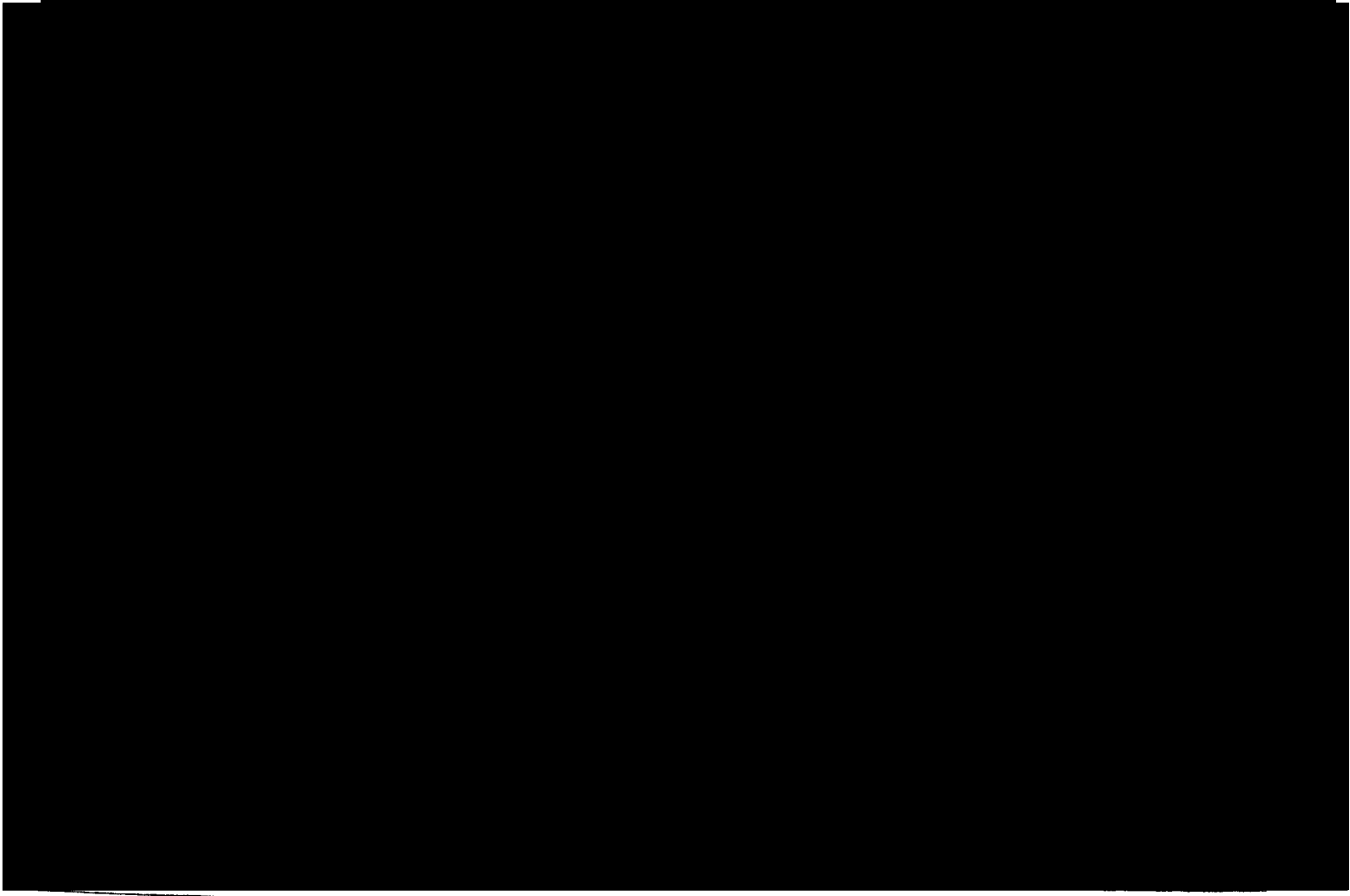
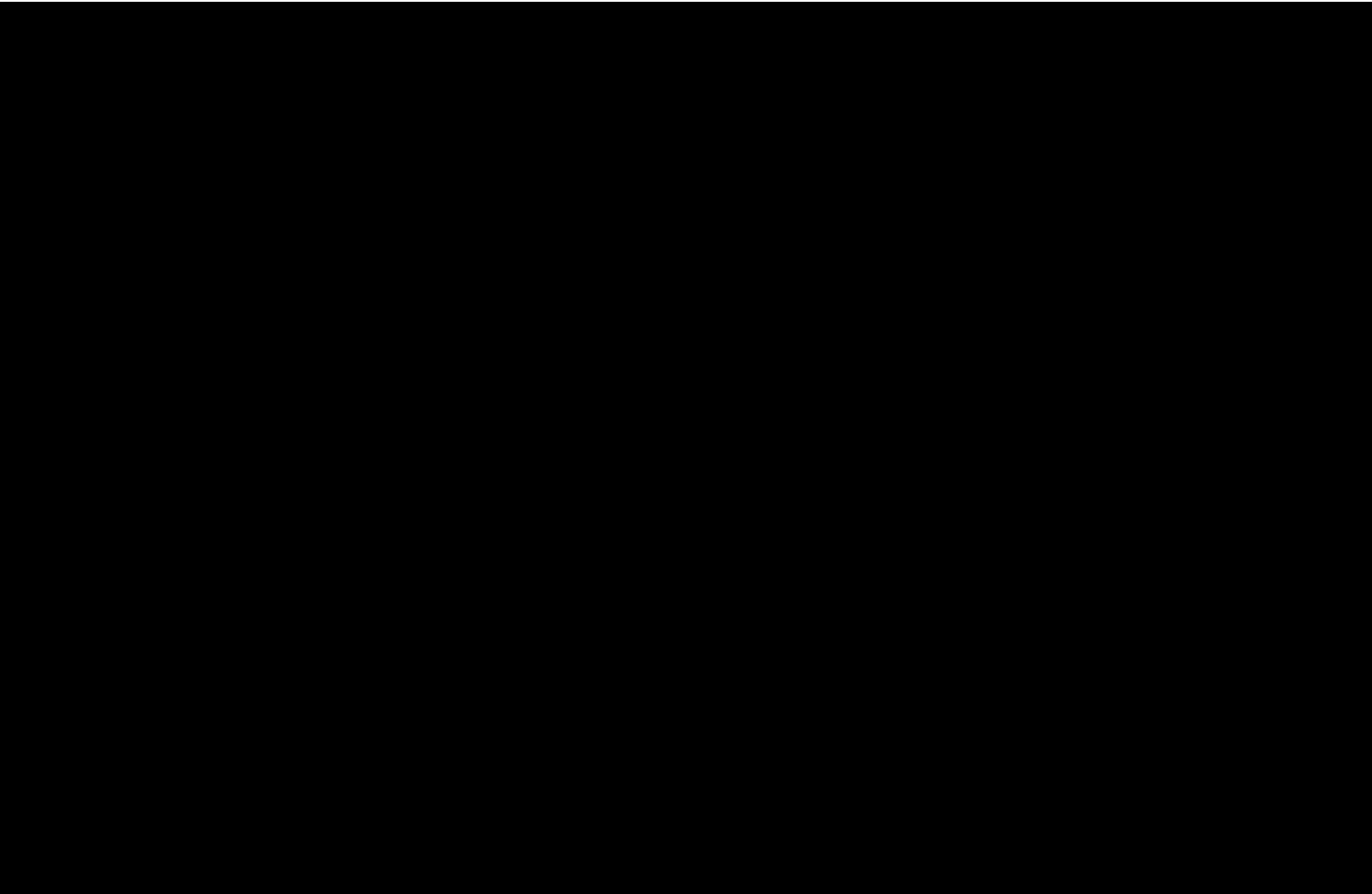
1. When [REDACTED] went to the Restroom he did not notify A leader although he supposedly knew something was going on.

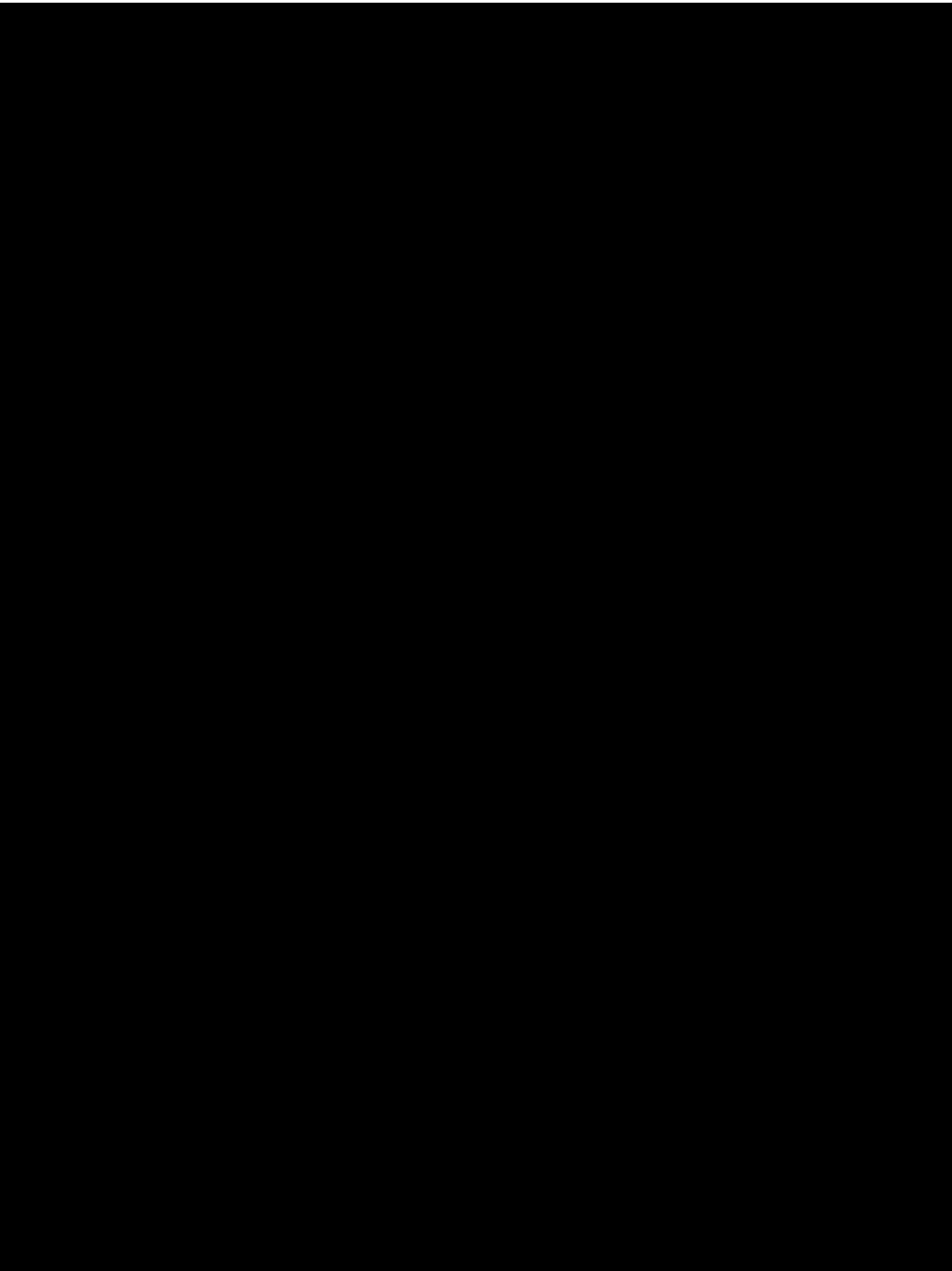
2. From the fire entrance the tent there [REDACTED]

3. Because of the heat [REDACTED] could see into the tent.

4. Ray has admitted that yes he was in the tent & yes he was there for a short period of time & he may have [REDACTED] [REDACTED]

5. Neither Scout took a field Sports Award [REDACTED]

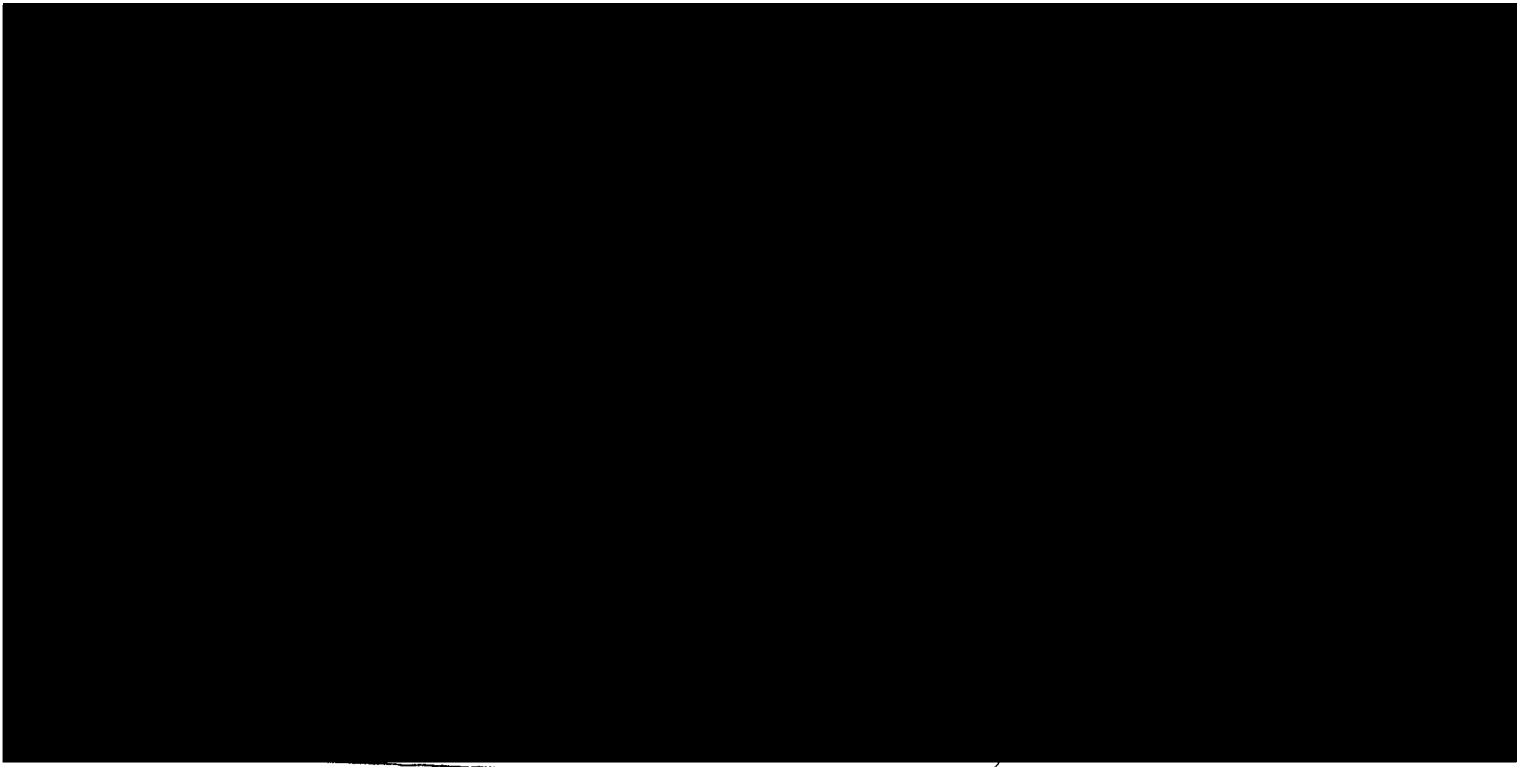




[Redacted text]

[Redacted text]





[The body of the document contains approximately 25 lines of text that have been completely redacted, appearing as a series of horizontal black bars.]

2

L

to
U

etc

[REDACTED]

21

[REDACTED]

100

70

1/14
1/16

Report on Interview with
[REDACTED] and his
father [REDACTED] on
the Topic of Ron Palace.

LOCATION: LEFT LOWER
CORNER of Susquehanna
Campsite, Between 2-4 AM
Saturday Morning.

Complaint: Ron P Molestia
12 year Old Scout [REDACTED]

DETAILS: According [REDACTED]
Ron came into the site
at 2 AM, stopped to
talk to the scouts on
his rounds and left.

(1)

Upon His Return 15 min
Later, he asked to sit
in the tent to watch the
Road for Riding CIT &
STAFF MEMBERS. Some
Unusuall factors In [REDACTED]
Story Include;

- A) Ron Was Facing the
Rear of The Tent
- B) Ron Thought the Scout
Being Molested was Asleep
- C) System of Communication
 - 1 Poke - Stop
 - 2 " - Continue
 - 3 " - Play with Ron

(2)

D) [REDACTED] went to the
latrine, didn't ask for
help, just returned to
situation.

E) Ron Used the hand
his watch was on because
[REDACTED] could hear the
ticking at first, but
later it went quiet.

F) Boy being molested
rolled on stomach to stop
action. Later Ron left,
boy waited 5 min to
make sure he ~~was~~ was
gone & reported to Adults.
(3)

ONE Important Note:

Evidently all of the information [redacted] gave us was either pieced together or told to him by [redacted] [redacted] admits that the tent was too dark for him to actually see what was going on.

Submitted
7/18/83
W/2

(4)

Handwritten notes and markings on the right margin, including a signature and some illegible text.

to
st-

sup

re

i

-

a

1

Note

[REDACTED]

said Row was only at

Or in the Text one Time.

[REDACTED]

did not think

[REDACTED]

had

said he found a

[REDACTED]

class

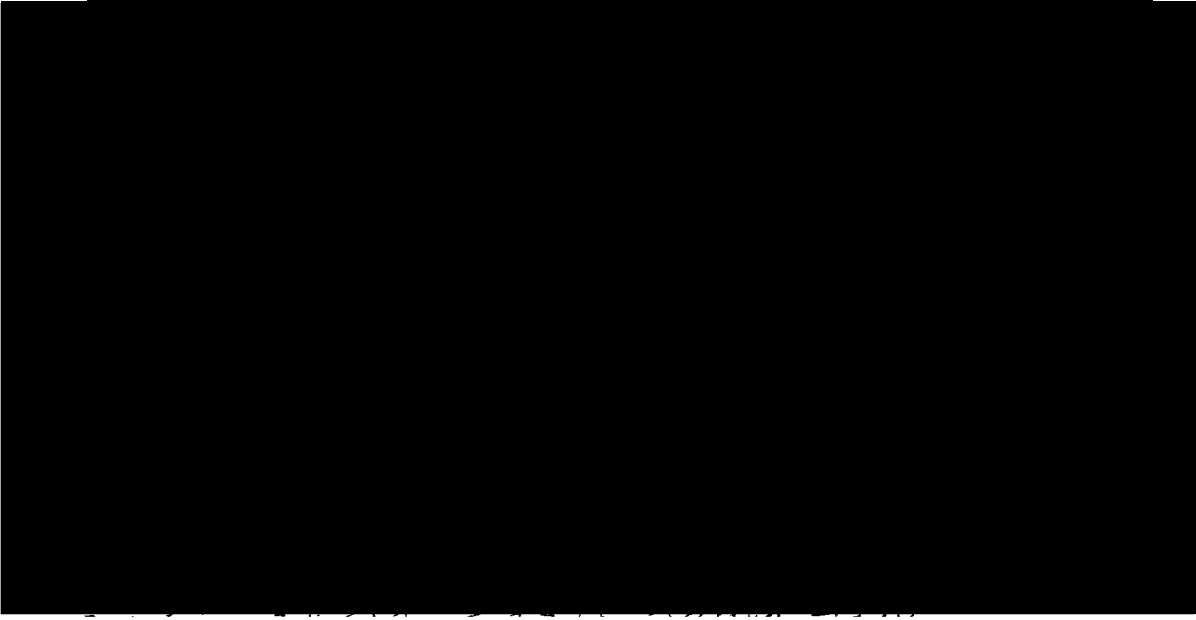
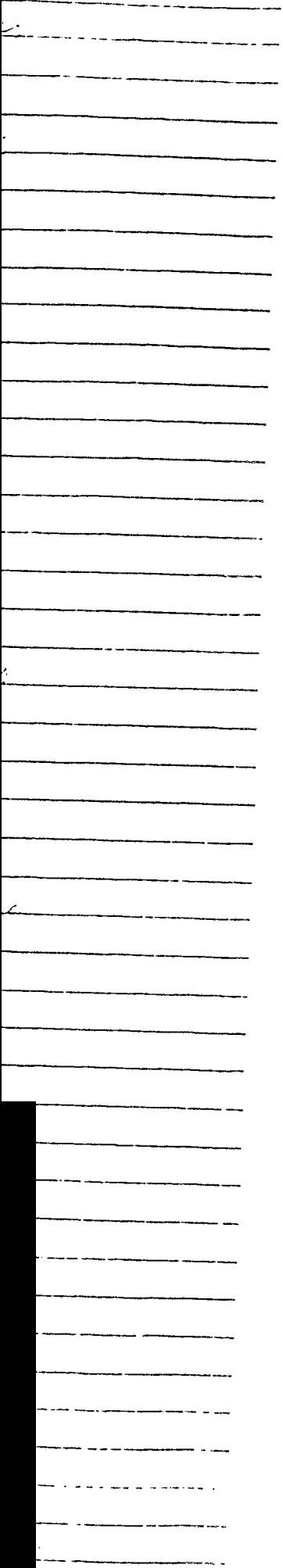
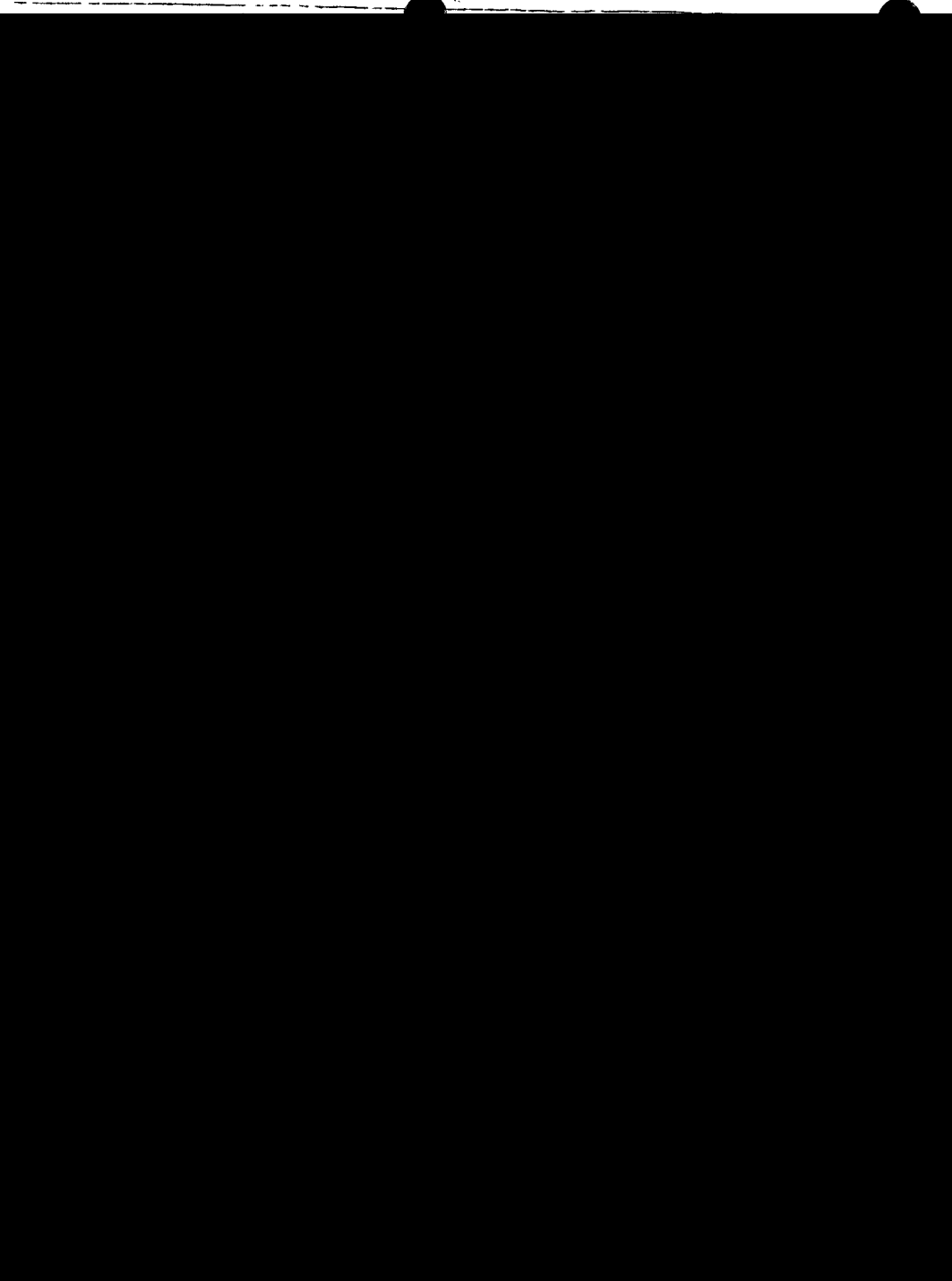
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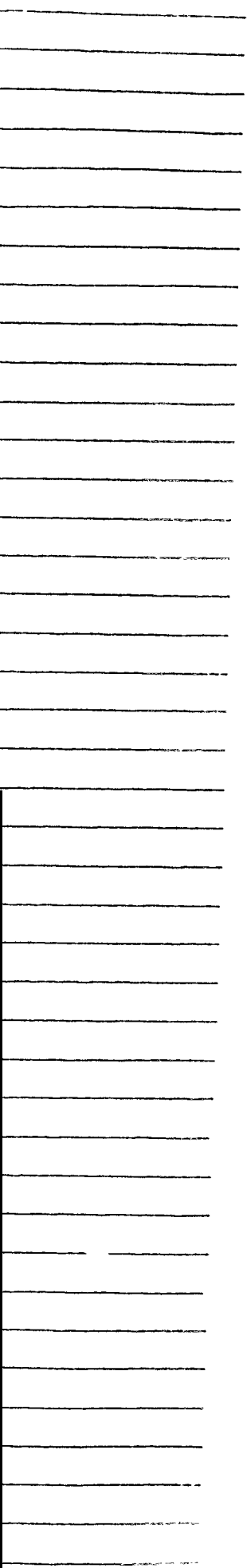
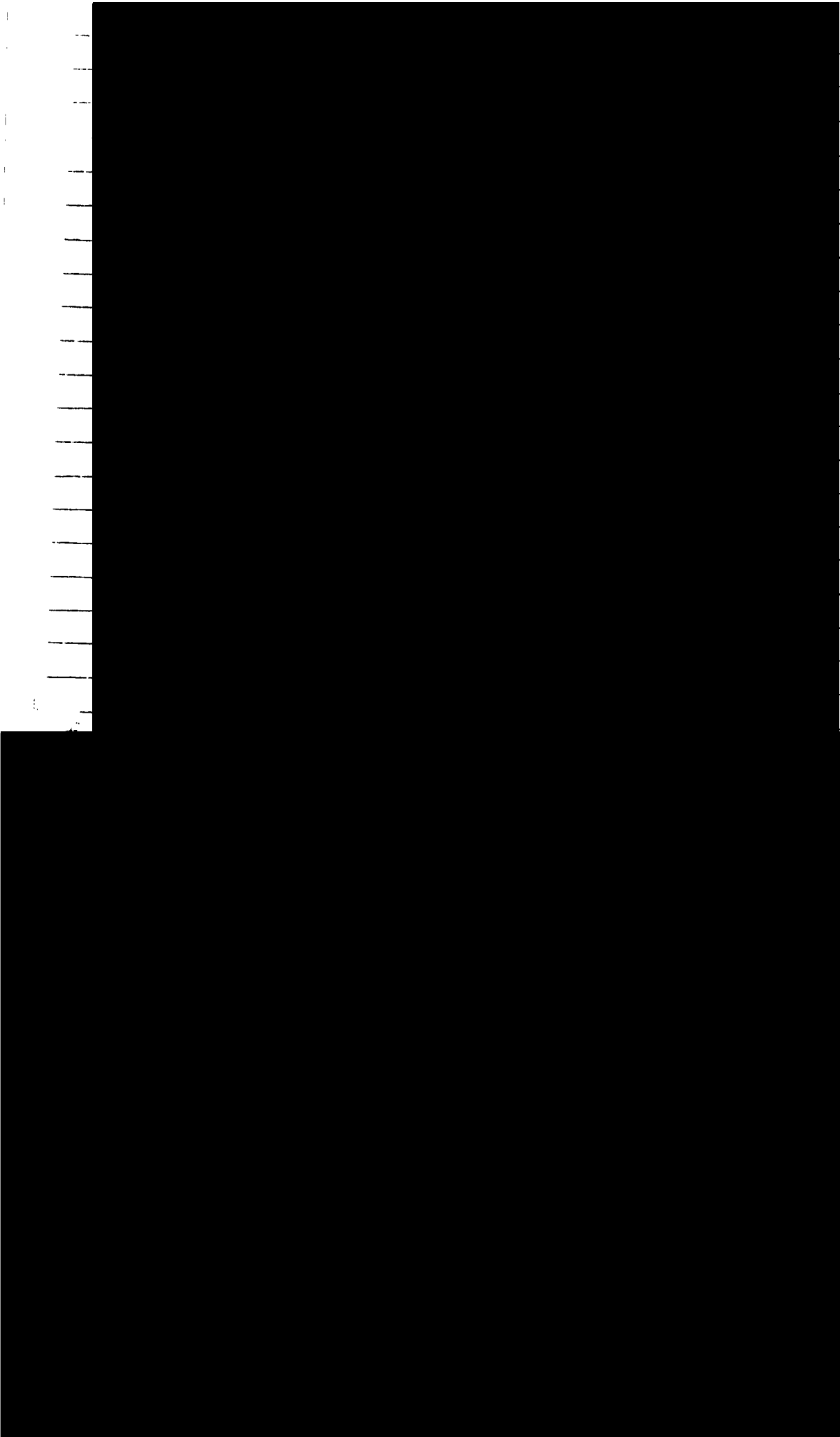
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[REDACTED]

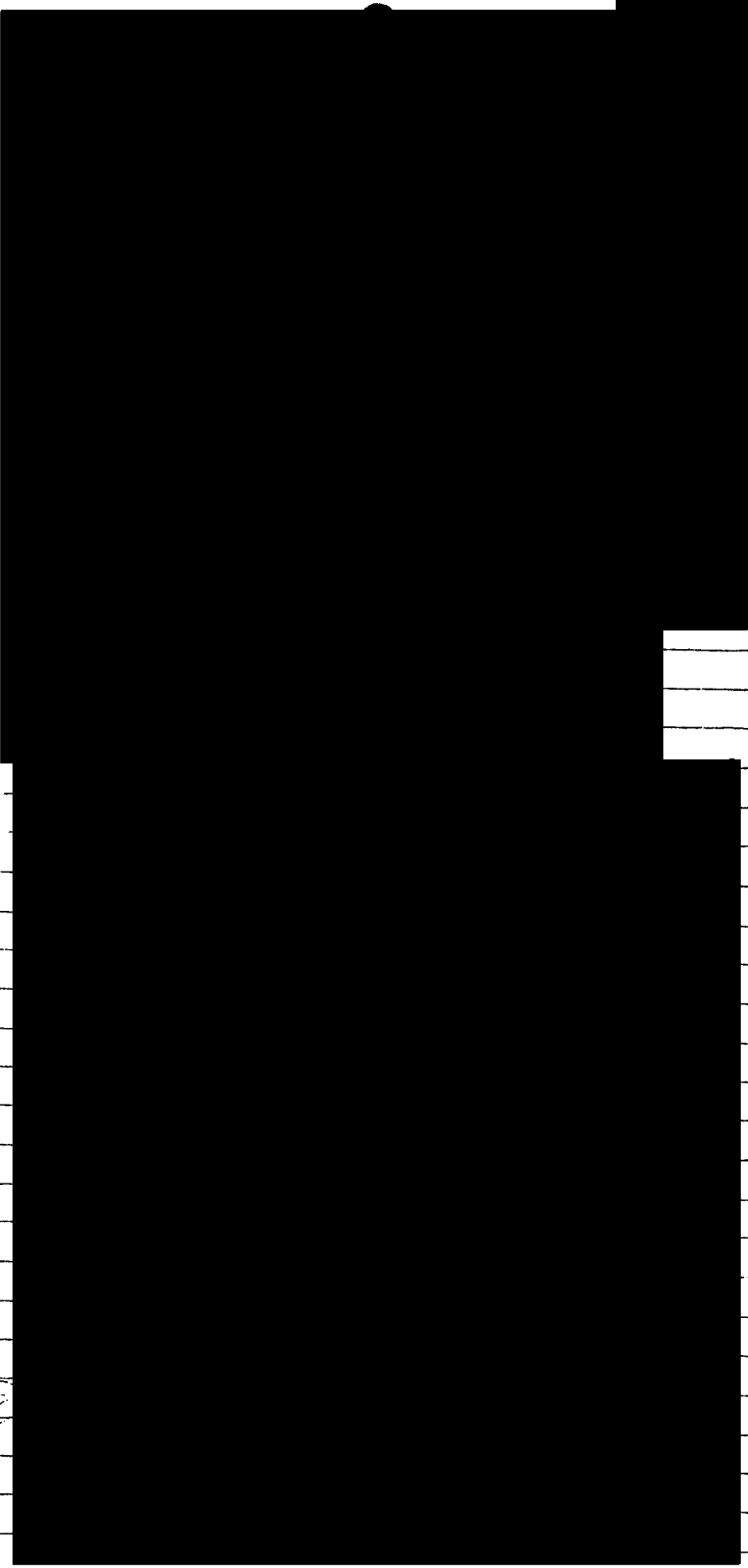
RECEIVED BY O-57073-48115-1-77-3-77-100

[REDACTED]

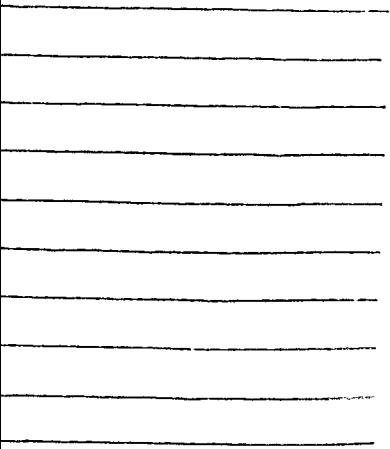
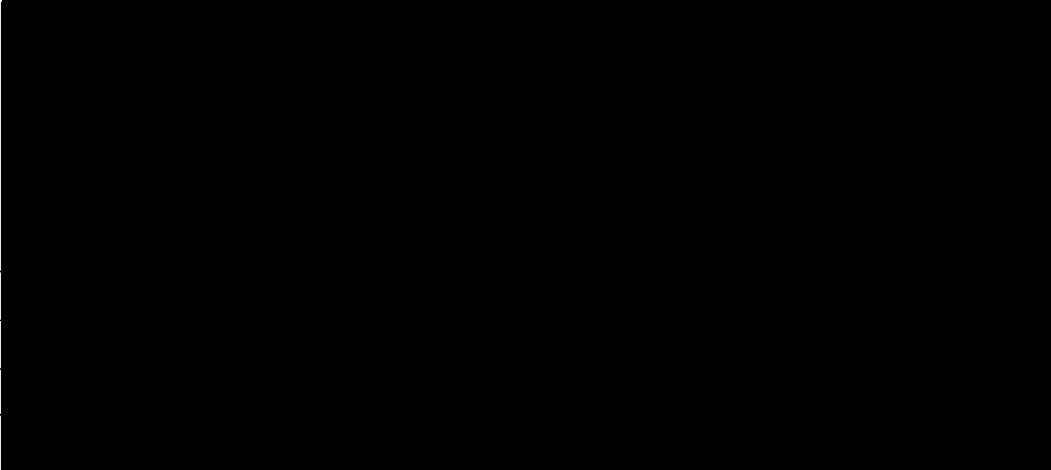
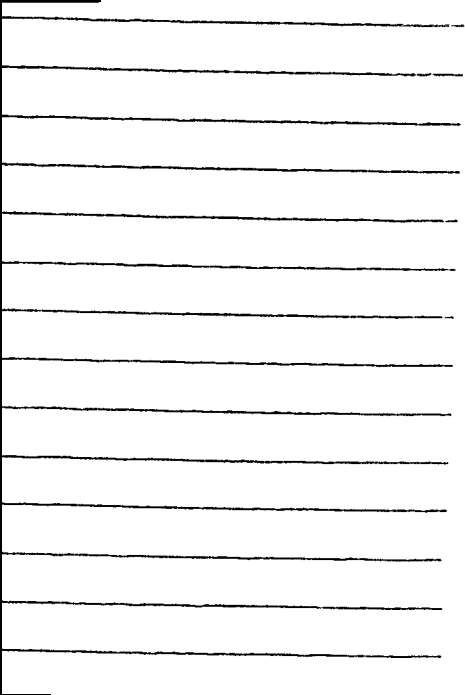
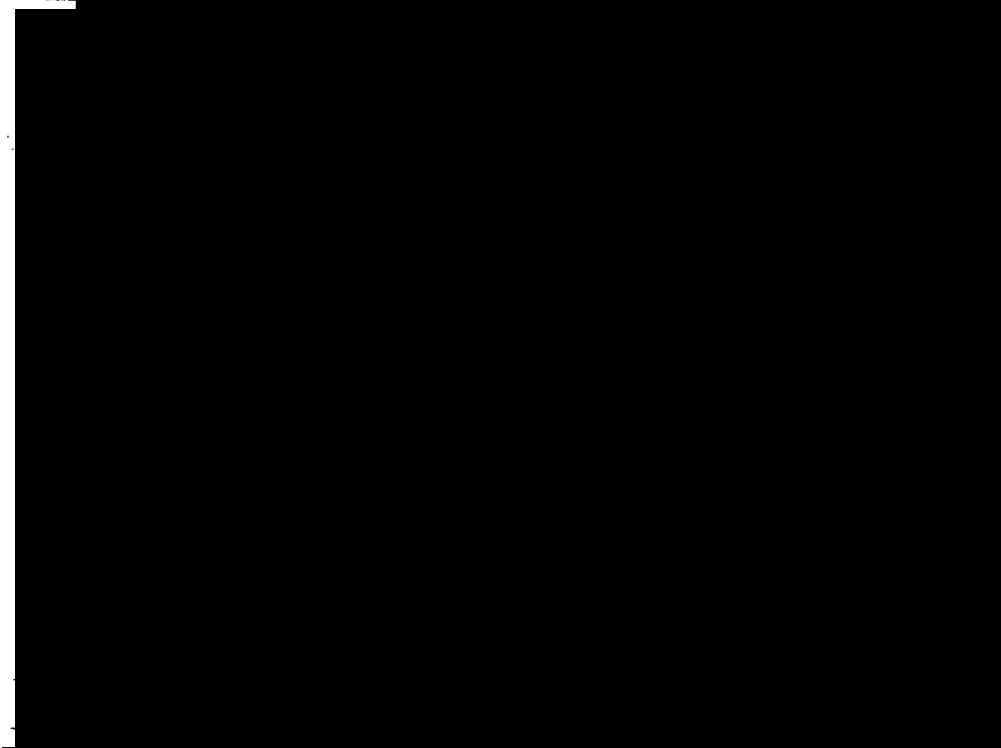
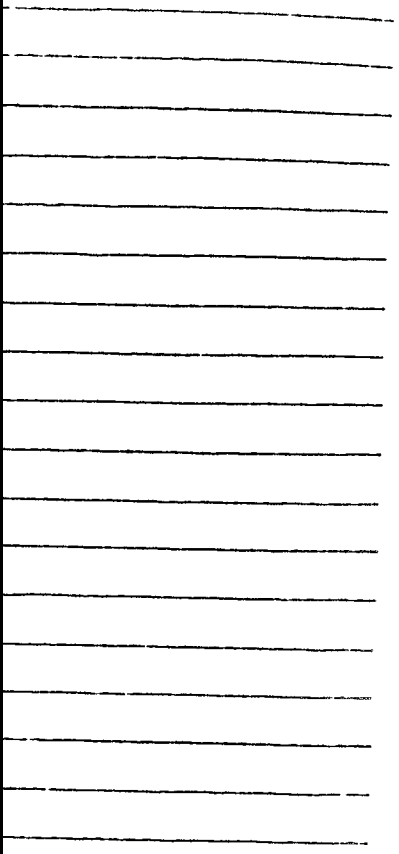
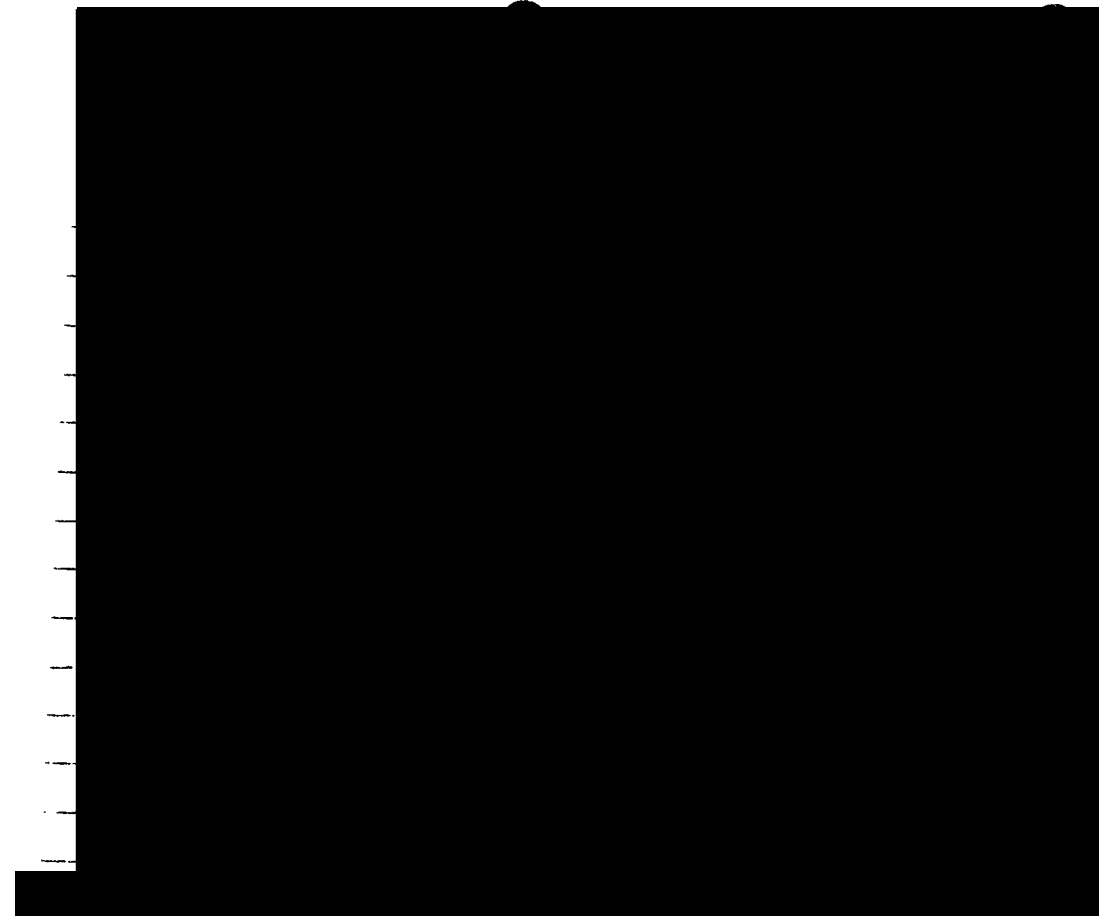


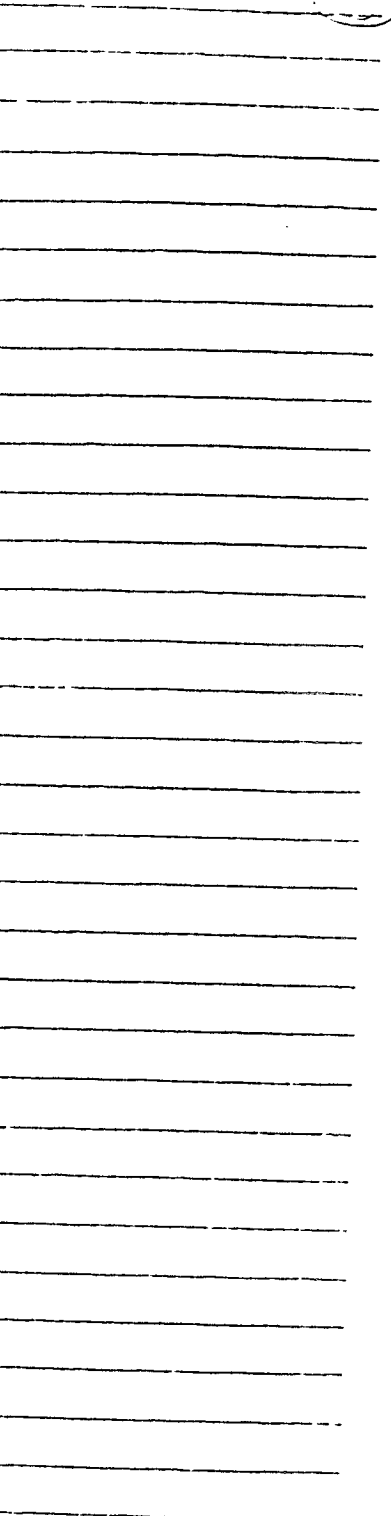
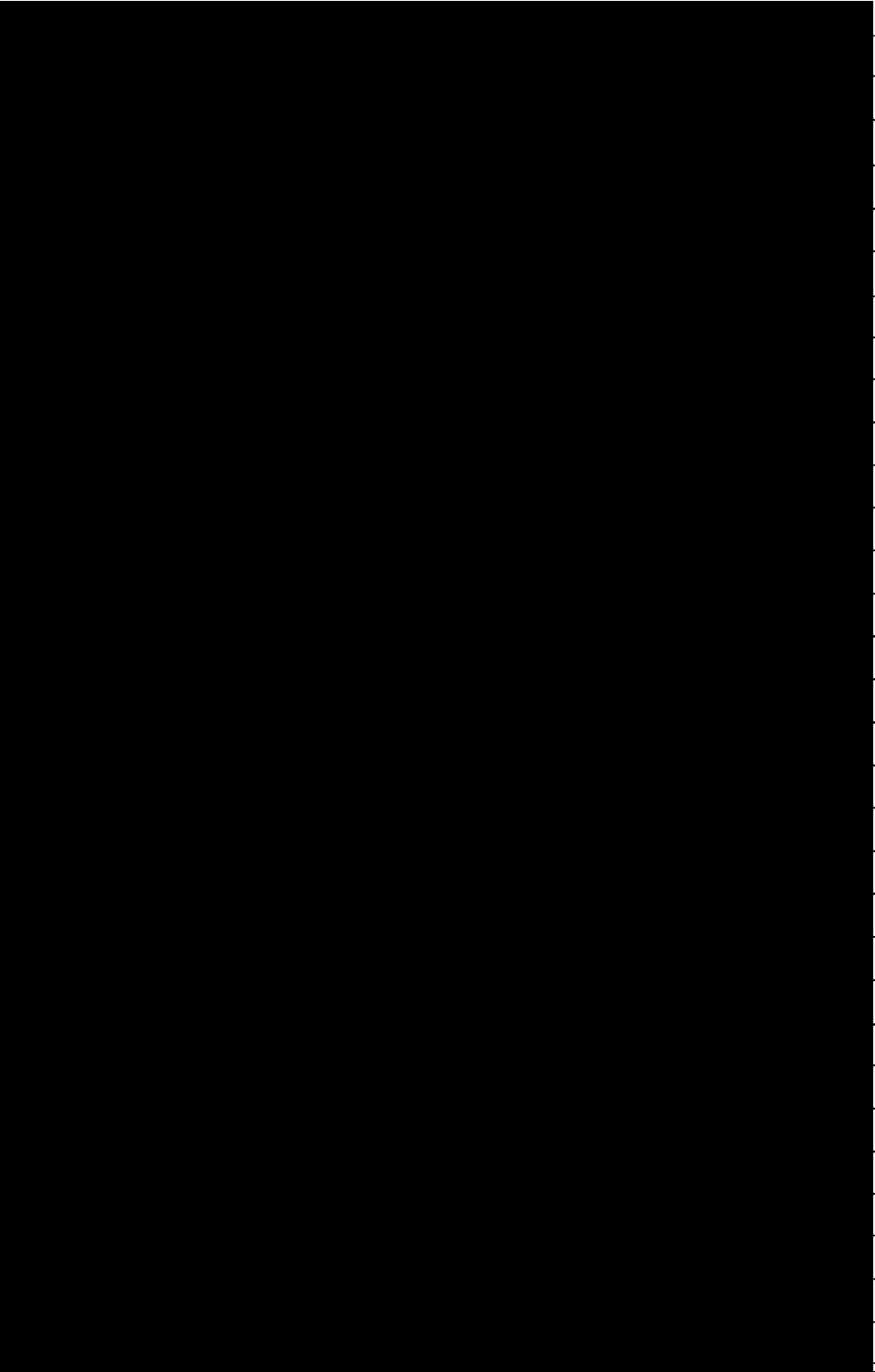


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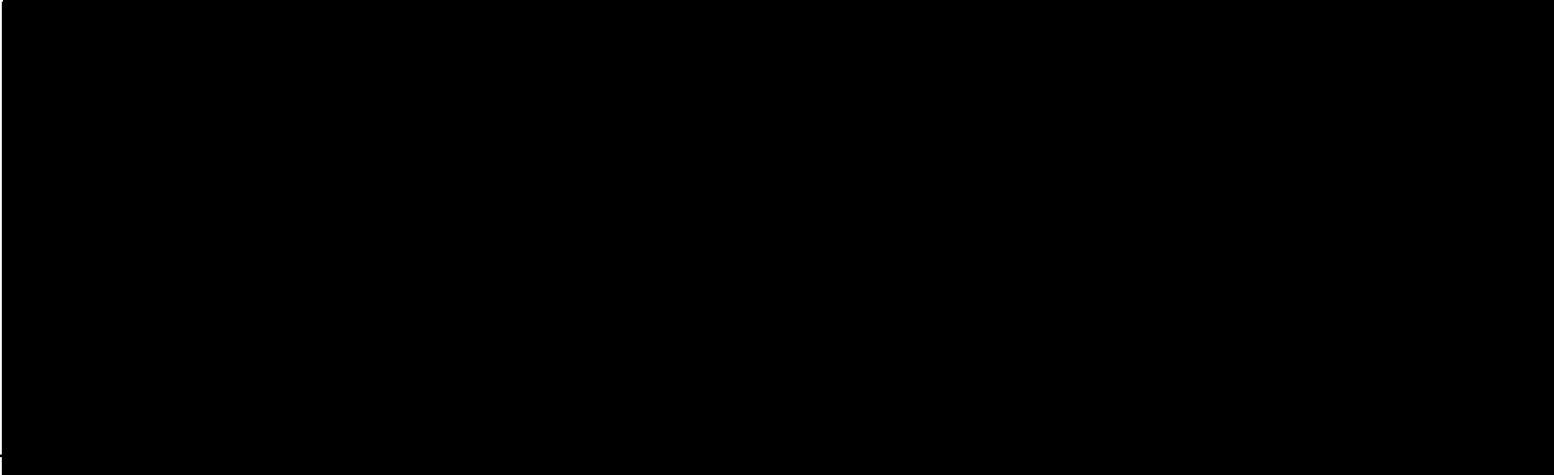


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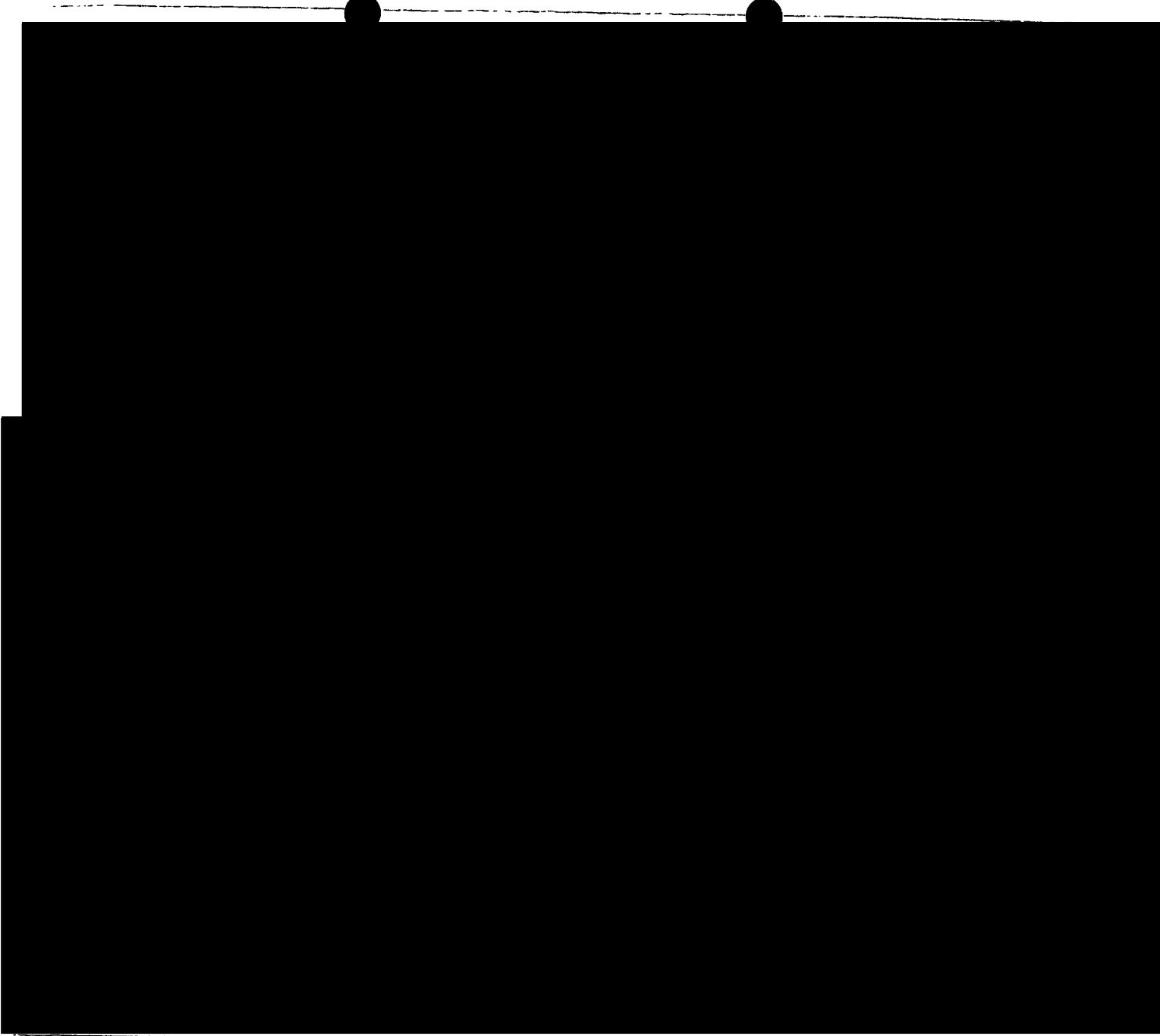


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A
G
E



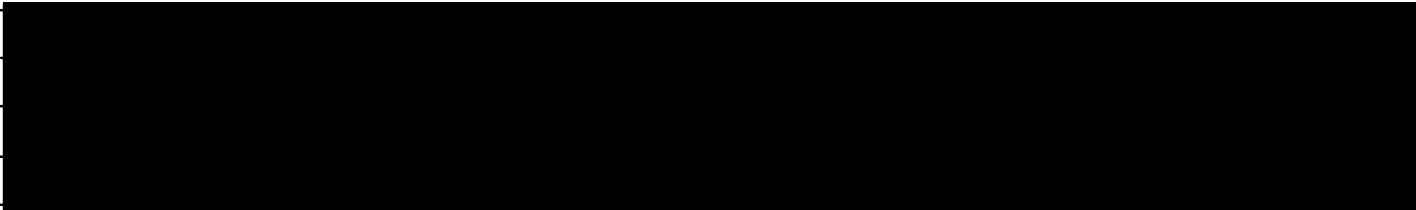
I sat with
Row for 2 hrs +
I could not hear
[redacted] and
We were both
at a picnic table
[redacted] I had
to hold it close
to my ear to
hear it.

Left camp low



A series of horizontal lines, resembling a ruled page, are visible below the redacted area. The lines are evenly spaced and extend across the width of the page.

First time in Site Two



Time from first visit to second was only 5 min. -

Bugs

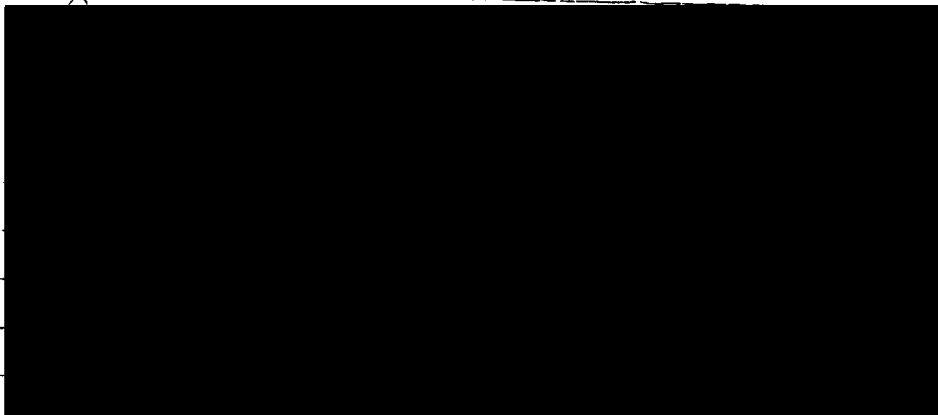
2 AM	-	Returned 15 to 20 min.	Left at 4 AM
2 AM	-	" 15 "	" " 4 AM
1:55 AM	-	STAYED	" " 4 AM in (1/2 hr) tent.

2 AM	-	Returned 15 min	Left.
1:45 AM	-	Saw Row	Returned 2 AM - " Left 3:45 AM.

1:45 - To cabin - Then back to site (5 to 10 min)

1:55 - Told bugs to go to sleep Returned in 5 min.
Left in about 20 to 30 min.
Arrived cabin 2 AM approx.

Told Leaders	at approx	4:15 AM -
" P.D.	" "	4:30 AM -



- Row -
Yes (Producers No)

July 18, 1983 1:30 PM

I had a meeting with Ronald [redacted] at his home in Private. I requested him to share with me what happened on July 15 + July 16 at Camp. He related the following to me.

On Fri evening following the campfire program he went to the Col Building with other staff members. He estimated the time to be 10:45 PM. They talked with parents + guests who were passing the col bldg.

During this period of time [redacted]

[redacted] an elder scout from [redacted] and The Overmountain proceeded to the [redacted] to play a few games of Pinochle. This being around 11:15 to 11:50 PM.

In the middle of the second game [redacted] a C.I.T came to the Health Lodge and asked to speak with Row. Row left the game and went into the small office area to find out what the C.I.T's problem was. The C.I.T informed him he had a personal problem between himself and 2 other C.I.T's. In place of staying at cabin and getting into a fight he came to Row.

Row told him to come in and sit down and watch the game and cool off. Row then joined the game. Then around 1:30 or 1:45 AM when the game ended Row proceeded to take [redacted] back to the C.I.T Cabin (AP3).

They proceeded up the road past Lenni Senape, Susquehannock, through Onondaga, Naticum and up road past Kinami to the Cabin. When they were passing Susquehannock site they saw a [redacted] in a tent and heard talking. They did not stop while on the way to the Cabin.

Upon arrival at Cabin they found [redacted] Bed, Sleeping Bag etc on the ground.

Row + [redacted] picked up the bag and other items letting the bed lay. Row told [redacted] to go to bed but ask [redacted] to be sure to wake him at 6:30 AM. He said [redacted] he was going to check

He then advised the elder boy & a few
they saw.

Row felt he spent about 20 to 25 mins talking
to the elder boy basically as the younger boy said
only a few words.

While sitting on the ground
Bays had his many heavy things on his back
and in moving they had touched the
younger Bays sleeping bag.

Row left and tried to locate the light
that he saw while talking to elder boy.
He arrived at C.I.T. cabin at 3 AM.

The Little Boy was never out of bed or
his sleeping bag while Row was in the tent.
The elder boy was out of his bag when
Row came to the tent and got into bag
after returning from latrine.

Row was only in the site one other time
and that was related to another scout and
his Rifle & Shotgun merit badge work.

Last year Row recalls he came upon the
same Unit in the same site at 3 AM in the
Morning. Scouts were raising their and he
chewed them out and told them to get
to bed.

SEXUAL CHILD ABUSE INCIDENT

July 16, 1983

Ronald E. Palese - DOB: 1/22/49

Summer Camp Staff Employee

York-Adams Area Council #544

It was alleged that Mr. Palese sexually abused a Boy Scout in his tent for one and one-half hours at approximately 2:00 a.m. The two Scouts in the tent reported the incident to their fathers who were serving as leaders of Troop 71, Biglerville, Pa. The incident was reported to the camp at approximately 4:30 a.m.

The matter was investigated in camp by the camp director. Mr. Palese resigned his staff position July 16, 1983.

A further investigation was conducted in town the next week. The Scouts and their fathers were interviewed by Thomas Frank, Council Program Director (professional employee) and Dr. Robert Witten, Supt. of Schools, who was also associated with the troop.

Notes were made during the above investigations. No formal, signed statements were secured from the two Scouts or their fathers.

Mr. Palese resigned his volunteer position as Scoutmaster of Troop 46 by letter dated August 25, 1983.

District Executive Janet Earl was briefed on the incident and arranged for an in-town meeting of the parents and Scouts involved.

The National Council was not notified regarding the registration of Ronald E. Palese.

District Executive Janet Earl and Ronald E. Palese were married August 25, 1984.

Mr. Palese was registered September 1984 as committee chairman, Post 2863. He continues to serve that position at this time. His registration is paid as a committee member of Troop 79 and he is also active as a district committee member.

The Explorer Advisor of Post 2863 was suspended May 1986 and the details of alleged sexual child abuse were reported to the National Council.

Richard Rogers, Scout Executive since April 1, 1987, requested that a member of the council nominating committee consider School Superintendent Witten for the executive board. Mr. Rogers was informed September 29, 1987, that Dr. Witten would not affiliate with the council because of the matter of Ronald Palese. A file regarding this incident was located in the council office. Mr. Rogers attended cluster training for sexual child abuse September 30th and advised Area Director John Hirschi of this matter.

Regional Personnel Director William L. Scollay visited the council October 5, 1987. The file was reviewed and discussed with the Scout Executive.

The council president is being briefed and legal counsel consulted. Confidential Record Sheet is being completed with supporting data to be sent to Paul I. Ernst, Director, Registration & Subscription, for review.

Because of the unusual circumstances - an incident four years ago and the current spouse of an apparently disgruntled professional employee - the Scout Executive was requested by the Regional Personnel Director to delay suspension of registration pending National review of the matter.

WLS:dcw
10/6/87

CONF013854