

**IOWA WORKFORCE DEVELOPMENT
UNEMPLOYMENT INSURANCE APPEALS**

JAMIE HOUGHTON
Claimant

APPEAL NO. 14A-UI-09063-B2T

**ADMINISTRATIVE LAW JUDGE
DECISION**

PRAIRIE MEADOWS RACETRACK CASINO
Employer

OC: 10/13/13
Claimant: Appellant (1)

Iowa Code § 96.5-1 – Voluntary Quit

STATEMENT OF THE CASE:

Claimant filed an appeal from a decision of a representative dated August 28, 2014, reference 02, which held claimant ineligible for unemployment insurance benefits. After due notice, a hearing was scheduled for and held on September 18, 2014. Claimant participated. Employer participated by Pam Anderson.

ISSUE:

The issue in this matter is whether claimant quit for good cause attributable to employer.

FINDINGS OF FACT:

The administrative law judge, having heard the testimony and considered all of the evidence in the record, finds: Claimant last worked for employer on August 12, 2014. Claimant resigned her employment on August 12, 2014. Claimant believed her boss had been harassing a coworker. The coworker contacted Human Resources. Human Resources contacted the involved individuals and the claimant. The result of the Human Resources investigation was inconclusive.

Claimant did not express that she had ever been harassed. Claimant could not give any examples of any hostile work environment, but said that after her boss had been brought in to Human Resources, he was just not pleasant.

Claimant sent in a letter on August 9, 2014 stating that she was resigning. She said in her letter that the company did not adequately protect individuals in regards to sexual harassment. She gave no specifics in her letter.

REASONING AND CONCLUSIONS OF LAW:

Iowa Code § 96.5-1 provides:

An individual shall be disqualified for benefits:

1. Voluntary quitting. If the individual has left work voluntarily without good cause attributable to the individual's employer, if so found by the department.

The administrative law judge holds that the evidence has failed to establish that the claimant voluntarily quit for good cause attributable to employer when claimant terminated the employment relationship because of alleged sexual harassment to a coworker. Employer conducted a full investigation and followed laws and procedures as to harassment complaints.

Claimant was not happy that the coworker's complaint did not yield a job termination. Claimant gave no examples of harassment by employer subsequent to the initial complaint, but said that the work environment got difficult after the Human Resource investigation. Without any specifics, this court cannot say that there was good cause attributable to employer for claimant's voluntary quit.

DECISION:

The decision of the representative dated August 28, 2014, reference 02, is affirmed. Unemployment insurance benefits shall be withheld until claimant has worked in and been paid wages for insured work equal to ten times claimant's weekly benefit amount, provided claimant is otherwise eligible.

Blair A. Bennett
Administrative Law Judge

Decision Dated and Mailed

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