

CHARGE OF DISCRIMINATION

This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.

Charge Presented To: Agency(ies) Charge No(s):

FEPA
 EEOC AMENDED

State or local Agency, if any

and EEOC

Name (indicate Mr., Ms., Mrs.)

Ms. Sarah Blaylock

Home Phone (Incl. Area Code)

Date of Birth

Street Address

City, State and ZIP Code

Named is the Employer, Labor Organization, Employment Agency, Apprenticeship Committee, or State or Local Government Agency That I Believe Discriminated Against Me or Others. (If more than two, list under PARTICULARS below.)

Name

Twin Peaks, Orland Park/Twin Restaurant Orland Park LLC

No. Employees, Members
20+

Phone No. (Include Area Code)
972-941-3150

Street Address

City, State and ZIP Code

5151 Belt Line Road, Suite 1200

Dallas, TX 75254

Name

No. Employees, Members

Phone No. (Include Area Code)

Street Address

City, State and ZIP Code

DISCRIMINATION BASED ON (Check appropriate box(es).)

RACE COLOR SEX RELIGION NATIONAL ORIGIN
 RETALIATION AGE DISABILITY GENETIC INFORMATION
 OTHER (Specify)

DATE(S) DISCRIMINATION TOOK PLACE
 Earliest Latest

4/28/17

CONTINUING ACTION

THE PARTICULARS ARE (If additional paper is needed, attach extra sheet(s)):

During my employment at Twin Peaks, located in Orland Park, Illinois, I believe I was discriminated against based on age, sex (female) as I was sexually harassed; and additionally, I believe I was retaliated against, including constructive discharge, for objecting to said sexual harassment, protected activities in violation of the Civil Rights Act of 1964, as Amended.

* PLEASE SEE ATTACHED AMENDED COMPLAINT AND EXHIBITS

I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

NOTARY - When necessary for State and Local Agency Requirements

I declare under penalty of perjury that the above is true and correct.

I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.

SIGNATURE OF COMPLAINANT

SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE
 (month, day, year)

3/5/18
 Date

Sarah Blaylock
 Charging Party Signature

EEOC Form 5 – Amended Complaint of Sarah Blaylock

I was hired as a bartender by Twin Peaks Restaurants, located in Orland Park, Illinois, on or about April of 2016, in anticipation of its grand opening shortly thereafter.

I signed a "Twin Peaks Job Description" employment agreement, consenting to wear an "approved Twin Peaks Girl Uniform." *Exhibit 1*. The Uniform was not explicitly described; however, it consisted of short shorts, a v-neck shirt provided by the restaurant, knee-high socks, and boots.¹ *Exhibit 2*. Over the course of my employment, management provided us with different shirts, from time to time. *Exhibit 3*. The shirts exposed cleavage and a very small section of midriff, which I did not mind wearing.

Approximately six months into my employment, management implemented "dress-up days," forcing me, and all other female waitresses and bartenders, to wear inappropriate clothing similar to what one would see in a strip club; including, but not limited to, lingerie and bikinis. *Exhibit 4*. For sports team theme days, we were forced to purchase team shirts then cut them down to inches, essentially only covering our breasts. *Exhibit 5*. In the dead of winter, we were required to wear bikinis for "Snow Bunny Week." *Exhibit 6*. For Christmas, I was forced to wear underwear that exposed the lower portion of my buttocks. See *Exhibit 6*. We were told, "Less is more."

We were forced to pay for all of these costumes out of our own pocket, costing me hundreds of dollars. For the avoidance of doubt, Twin Peaks is a restaurant and sports bar. It is not a strip club. Additionally, I never contractually consented with Twin Peaks to purchase or wear any clothing other than the provided-for shirts.

We were not given an option to refuse wearing these costumes; in fact, it was compulsory. Management told me, "If you don't like it, you can leave." I feared I would lose my job if I did not comply with the dress-up days, despite feeling uncomfortable.

For the week of Valentine's Day, 2017, management instituted "Sweetheart Lingerie Week," requiring all bartenders and waitresses to purchase and wear lingerie that revealed the lower portion of our buttocks. Management took pictures of us in lingerie and posted us on their public social media accounts. *Exhibit 7*.

On February 10, 2017, Orland Park police officers visited Twin Peaks after receiving "numerous complaints regarding servers at Twin Peaks wearing lingerie that was very exposing in nature." *Exhibit 8*. I was not present on this date.

¹ Picture taken on opening day in the "Twin Peaks Girl Uniform."

EEOC Form 5 – Amended Complaint of Sarah Blaylock

According to the police report, upon officers' arrival, they "observed almost every employee dressed in lingerie that exposed their buttocks." Officers advised managers [REDACTED] and [REDACTED] that the women were in violation of the local ordinance for indecent exposure. Following a verbal warning, the managers assured the officers they understood the ordinance and promised to comply. See *Exhibit 8*.

On February 11, 2017, the very next day, I wore the required lingerie for my scheduled shift. In fact, [REDACTED] demanded I send pictures of myself in said lingerie to obtain his approval. Earlier in the week, on February 7, 2017, Twin Peaks posted a picture of me in said lingerie on its Instagram account. *Exhibit 9*. I did not want to take a picture in lingerie, nor did I want it to be posted online; however, I feared retaliation if I objected.

Upon my arrival to work that day, management told me about the police visit and warning but said to disregard them because the lingerie was not illegal. Management insisted that I still wear the lingerie and reveal the lower half of my buttocks.

Again, Orland Park police received anonymous complaints on this date. When plain clothes officers returned to Twin Peaks, they observed me, and three other female employees, with exposed buttocks. According to police, "Manager [REDACTED] stated he believed all his employees were in compliance with the ordinance." *Exhibit 10*. In front of patrons, the officers demanded the women go into the managers' office. Once in the office, officers individually ticketed me and three other women for "Conduct of Licensee (waitress with exposed buttocks)." *Exhibits 11-12*. Humiliated and terrified, I put on a pair of shorts and completed my shift.

The managers then told me, and the other female employees, they would "handle" the tickets and we did not need to appear in court. I consistently asked about the status of the ticket and we always received the same answer: "Do not worry about it. We handled it." I did not find out until recently, through my attorney Tamara Holder, that Twin Peaks hired an attorney, [REDACTED] on my behalf and without my permission. He pleaded me liable for the offense, without my consent. *Exhibit 13*. Additionally, [REDACTED] never notified me of the 35-day right to appeal; and as a result, this conviction is now permanently on my record. I am a nursing student and fear this will adversely affect my ability to get a job.

Being criminalized for following Twin Peaks' orders to dress like a stripper is not my only complaint.

In addition to being forced to wear sexually revealing clothing, we were also subjected to a grading system. *Exhibit 14*.

EEOC Form 5 – Amended Complaint of Sarah Blaylock

Several months after I was hired, management instituted a grading system and “Ranking Report.” Before every shift, we were ordered to line up against the wall, and then they graded us on our hair, makeup, and “tone.” The managers took pictures of us, and degraded our appearance based on their subjective opinions of our stomach, legs, arms, and buttocks.

If we were too fat, in their opinion, we received a low grade. This grade determined where we were placed in the restaurant. If we received a low grade, we were penalized and placed in a section with few customers. We were not allowed to eat during our shifts. We were only offered a free meal off of the “spa menu.” I was rarely given a break. If I attempted to eat during my shift, I was accused of being fat. [REDACTED] often said to us, “Somebody doesn’t want a good tone grade,” if he saw us eating. After most shifts, I went home famished and dehydrated. Sometimes, frequent customers that knew we were not allowed to eat offered to buy us meals. I was rarely given a break, as required by law.

But there were ways to increase your grade: For example, it was common knowledge that women who slept with [REDACTED] or gave him illegal drugs, received a higher grade. I always avoided him for this reason. As a result, however, my grade often suffered. Additionally, [REDACTED] often recruited strippers, who were under the age of 21, to work as bartenders, adversely affecting my bartending shifts because I was older and not a stripper. He bragged about changing the payroll codes to avoid getting caught.

The “dressing room” did not have a door. *Exhibit 15*. A video camera was installed at the entrance to the room. *See Exhibit 15*. [REDACTED] often closed the blinds to his office to watch video of us changing.

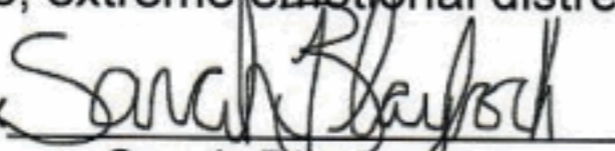
This “dressing room” was located adjacent to the kitchen. The male cooks consistently “cat-called” and harassed us. The area was so hostile that I stopped changing at work, and instead dressed at home.

There was no sexual harassment training. There was no human resources department. The managers consistently told me, “If you don’t like it here, you can leave.” I constantly worked in fear of degradation, as well as retaliation.

Finally, in April of 2017, I stopped coming into work, as I could no longer handle the hostile and abusive work environment that caused me, and continues to cause me, extreme emotional distress.

Signed: x

Name:


Sarah Blaylock

Date: March 6, 2018

TWIN PEAKS JOB DESCRIPTION: TWIN PEAKS GIRL

GENERAL PURPOSE OF THE JOB

This job requires the Twin Peaks Girl to interact with, entertain, and build a rapport with the Twin Peaks guests. The essence of the role is based on female sex appeal. It is additionally required that the Twin Peaks Girl sell food, beverage, and merchandise to the guests. The Twin Peaks Girl image is based on the wholesome, yet sexy, Girl Next Door image.

THE UNIFORM

The Twin Peaks Girl character is what makes the Twin Peaks concept unique. The essence of the Twin Peaks Brand Promise is that each guest who visits will be entertained by a physically fit Twin Peaks Girl with fully styled hair and makeup, a character based on female sex appeal. When an employee is wearing the Twin Peaks Uniform, she is ← playing a role. It is therefore essential that each Twin Peaks Girl understand that whenever she is working, she must comply with Twin Peaks Image and Costume Standards that demand a high level of fitness and fully styled hair and makeup.

ESSENTIAL DUTIES AND RESPONSIBILITIES

The duties and responsibilities of a Twin Peaks Girl include, but are not limited to,

- 1.) Adhering to all Image and Costume Standards.
- 2.) Interaction with and entertainment of guests.
- 3.) Promotion of events and specials to build rapport and promote the good will and profitability of the business.
- 4.) Modeling in pictures with guests, including but not limited to birthday photos or other pictures taken in the restaurant or pictures taken off-site at promotional events.
- 5.) Greeting guests, executing food and drink orders (including taking the order, suggestive selling, ringing in the order, delivering food and drinks to the table, checking back for re-orders, pre-bussing, and settling the check properly.
- 6.) Any other duty/responsibility that management may deem necessary.

EDUCATION and/or EXPERIENCE

No prior experience or training required. Modeling or acting experience may be helpful.

LANGUAGE SKILLS

Ability to effectively communicate in the English language. Must be able to read and understand the menu, write and ring in tickets, and utilize a computerized register system. Must be able to suggestively sell menu items. Must be able to communicate effectively with guests in order to entertain.

REASONING ABILITY

Ability to apply commonsense understanding to carry out simple one- or two-step instructions. Ability to deal with standardized situations with only occasional or no variables. Ability to mathematically compute proper change and accurately settle checks.

CERTIFICATES, LICENSES, REGISTRATIONS

Must attend Orientation and agree to policies and procedures as outlined in the Twin Peaks Girl training book. Must attend and successfully complete the Twin Peaks Girl training program prior to working a shift without supervision. Must successfully attend and complete any and all other required training in compliance with local and state regulations, such as food and/or alcohol service certifications.

PHYSICAL DEMANDS

The physical demands described here are the representative of those that must be met by an employee to successfully perform the essential functions of this role. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Employee Initials:

Revised September 2010

EXHIBIT

tabbies

1

TWIN PEAKS JOB DESCRIPTION: TWIN PEAKS GIRL (CONTINUED)

PHYSICAL DEMANDS (CONTINUED)

While performing the duties of this role, the Twin Peaks Girl is regularly required to stand; walk; use hands and fingers to handle, feel, or carry objects, product, or controls; and talk or hear. The Twin Peaks Girl frequently is required to reach with hands and arms. The Twin Peaks Girl is occasionally required to sit. The Twin Peaks Girl must occasionally lift and/or move up to 15 pounds. Specific vision abilities required by this role include close vision, peripheral vision, depth perception, and the ability to adjust focus.

WORK ENVIRONMENT

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this role. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this role, the Twin Peaks Girl is regularly exposed to fumes or airborne particles from the kitchen. The Twin Peaks Girl is also occasionally exposed to wet and/or humid conditions, when in the dish area or walk-in cooler, and sometimes uses toxic or caustic chemicals when cleaning. The noise level at Twin Peaks is usually loud. Some Twin Peaks have smoking sections for guests, and therefore Twin Peaks Girls may be exposed to cigarette or cigar smoke.

ACKNOWLEDGMENT FOR RECEIPT OF JOB DESCRIPTION

I acknowledge that my job duties require I wear the approved Twin Peaks Girl uniform and that my job duties require that I entertain and interact with guests. I acknowledge the Twin Peaks concept is based on female sex appeal, and that I must maintain all Image and Costume Standards, including a high level of fitness and styled hair and makeup.

I expressly acknowledge and affirm that I do not find my job duties, uniform requirements or work environment to be offensive, intimidating, hostile, or unwelcome. I also expressly acknowledge that I have received a copy of this written job description.

I also expressly acknowledge that Twin Peaks maintains policies expressly restricting harassment, fraternization, and drug and alcohol abuse. I also expressly acknowledge that Twin Peaks maintains a policy of performance based scheduling. I understand completely and agree to abide by each of these policies.

Employee Name (Print)

Employee Signature

Date

Parent/Guardian Name (Print)
(If employee is under 18)

Parent/Guardian Signature

Date

Supervisor Name (Print)

Supervisor Signature

Date



EMPLOYEE COPYRIGHT ACKNOWLEDGEMENT AND FULL RELEASE OF CLAIMS

In connection with my employment with Twin Restaurant, L.L.C. and/or any of its affiliates or franchisees ("Twin Peaks") as a Twin Peaks Girl ("Employee"), I acknowledge and agree that any photographs and/or images (collectively, "Works") taken of me during my employment and by Twin Peaks, its agents, representatives, parents, affiliates, successors or franchisees, and each of their respective agents and representatives, are the sole and exclusive property of Twin Peaks for which Twin Peaks holds the perpetual, irrevocable right, title, interest and ownership to the copyright, the Works, any derivatives thereof, and any other intellectual property rights arising in connection therewith, individually or as part of a collective work or compilation and the perpetual, irrevocable right to use, reuse, publish, republish, incorporate, distribute, import and/or sell, in whole or in part, in any media and for any lawful uses including, but not by way of limitation, illustration, promotion, advertising and trade.

In consideration of my employment, and for other good and valuable consideration acknowledged as received, I, on my own behalf and on behalf of my heirs, assigns and legal representatives, agree as follows:

1. To the extent any portion, in whole or in part, of the Works, or any derivatives thereof, are ever determined to belong to me, under any circumstances, I hereby grant to Twin Peaks, its agents, representatives and assigns, the perpetual, irrevocable right to the copyright, the Works, any derivatives thereof, and any other intellectual property rights arising in connection therewith, individually or as part of a collective work or compilation, and the perpetual, irrevocable right to use, reuse, publish, republish, incorporate, distribute, import and/or sell, in whole or in part, the Works and its derivatives in any media and for any lawful uses, including, but not by way of limitation, illustration, promotion, advertising and trade.
2. I hereby grant to Twin Peaks, its agents, representatives and assigns, the perpetual, irrevocable right to use my name (or fictional name) and/or likeness in, connection with, the Works and/or any other lawful business use including, but not by way of limitation, in media, promotion, advertising or trade.
3. I hereby waive any and all rights to inspect or approve the Works and any derivatives thereof now or in the future, whether that use is known to me or unknown, and I waive any right to file any legal actions, whether in contract or tort; whether at law, in equity or under statute, including claims for libel or invasion of privacy, based on any use of the Works or any derivatives thereof under this release.
4. I hereby voluntarily agree to release, defend and hold harmless, and covenant not to sue Twin Peaks, its officers, directors, parents, subsidiaries, affiliates, franchisees, predecessors, successors, legal representatives and assigns, and those acting with their authority and permission, including but not limited to, any firm publishing, distributing or otherwise using photographs of me in whole or in part, whether on paper or via

electronic media (collectively, the "Releasee's"), from, for and against any and all claims, demands, damages, causes of action, costs, loss of services, expenses, and compensation on account of, or in any way growing out of, any injuries, damages or harm to me which may arise or occur in connection with the Works, any derivatives thereof, and any other intellectual property rights arising in connection therewith, as a result of any use of the Works, or any derivatives thereof, or as a result of any Releasee's **NEGLIGENCE or any other fault of Releasee's in connection with the Works or any derivatives thereof**, by act or omission, whether by intentional conduct, under, strict liability, or otherwise, and, including but not limited to any claims arising from alleged misuse, distortion, blurring, alteration, optical illusion or use in composite form, that may occur or be produced in taking, processing, reduction, or production of the finished product, its publication or distribution.

I HAVE READ THE ABOVE AGREEMENT IN ITS ENTIRETY, UNDERSTAND THE PROVISIONS CONTAINED THEREIN; AND REPRESENT THAT I AM AT LEAST 18 YEARS OF AGE AND LEGALLY COMPETENT TO ENTER INTO THIS AGREEMENT. I DO SO FREELY AND VOLUNTARILY. I FURTHER CERTIFY THAT I HAVE HAD AN OPPORTUNITY TO ASK QUESTIONS REGARDING THE EFFECT OF THIS AGREEMENT AND THAT MY FAILURE TO DO SO WILL BE INTERPRETED AS A FREE AND KNOWLEDGEABLE ACCEPTANCE OF THE TERMS OF THIS RELEASE. I UNDERSTAND THAT THIS AGREEMENT SHALL BE BINDING UPON ME AND MY HEIRS, LEGAL REPRESENTATIVES AND ASSIGNS. I HAVE RECEIVED A COPY OF THIS DOCUMENT.

I UNDERSTAND THAT BY ENTERING INTO THIS AGREEMENT, I SURRENDER SUBSTANTIAL RIGHTS, INCLUDING MY RIGHT TO SUE TWIN RESTAURANT, LLC, ITS AGENTS PARENTS, AFFILIATES AND FRANCHISEES.

IF THE EMPLOYEE IS 17 YEARS OF AGE, A LEGAL GUARDIAN, EMPLOYEE, AND MANAGER MUST SIGN THIS AGREEMENT.

Legal Guardian Signature: _____ Date: _____

Legal Guardian Name (Print): _____ Date: _____

Employee Signature: _____ Date: _____

Employee Name (Print): _____ Date: _____

Manager Signature: _____ Date: _____

Manager Name (Print): _____ Date: _____

TWIN PEAKS GIRL ACKNOWLEDGEMENT AND RESPONSIBILITY

I expressly acknowledge that I have been made aware that there is a written job description for my position at my location and upon request I am entitled to receive a copy of the job description from my management staff.

I also expressly acknowledge that Twin Peaks maintains policies expressly restricting harassment, fraternization, and drug and alcohol abuse. I also expressly acknowledge that Twin Peaks maintains a policy of performance based scheduling. I have read and understand completely each of these policies.

I also expressly acknowledge that I can use my likeness as a Twin Peaks Girl and in approved Twin Peaks Girl costumes in public forums and social media to promote the concept, but in doing so I understand the risks to my privacy and personal safety. I also expressly acknowledge that in such likenesses and during such interaction, I will act professionally and in accordance with my job description and other company policies, and that Twin Peaks is not responsible for the actions of other Facebook users, online or offline, in response to any of my activity related to Twin Peaks social media avenues.

I acknowledge that my job duties require I wear the approved Twin Peaks Girl uniform and that my job duties require that I interact with guests. I acknowledge the Twin Peaks concept is based on female sex appeal. I expressly acknowledge and affirm that I do not find my job duties, uniform requirements or work environment to be offensive, intimidating, hostile, or unwelcome. I also acknowledge that I will maintain the Twin Peaks Girl Image which includes: Costume Standards, Makeup, Hair, Fitness, a Healthy Glow, and Nutrition all throughout my employment. Failure to adhere to image Standards will lead to disciplinary action up to and including termination.

IF THE EMPLOYEE IS 17 YEARS OF AGE, A LEGAL GUARDIAN, EMPLOYEE, AND MANAGER MUST SIGN THIS AGREEMENT.

Legal Guardian Signature: _____	Date: _____
Legal Guardian Name (Print): _____	Date: _____
Employee Signature: _____	Date: _____
Employee Name (Print): _____	Date: _____
Manager Signature: _____	Date: _____
Manager Name (Print): _____	Date: _____



Orland Park Police Department
 15100 Ravinia Ave
 Orland Park, IL 60462
 CASE REPORT

CASE# **2017-00021854**

DISPATCH DATE/TIME - 2/10/2017 15:24
 ARRIVAL DATE/TIME - 2/10/2017 15:24

Pending Final Report Review Approval

EVENT	REPORTED DATE/TIME 2/10/2017 15:24	INCIDENT TYPE Ordinance Violations	CASE STATUS AT TIME OF REPORT Open
	OCCURRED FROM DATE/TIME 02/10/2017 15:00	OCCURRED TO DATE/TIME 02/10/2017 15:00	LOCATION OF OCCURRENCE TWIN PEAKS 16154 LAGRANGE RD ORLAND PARK IL

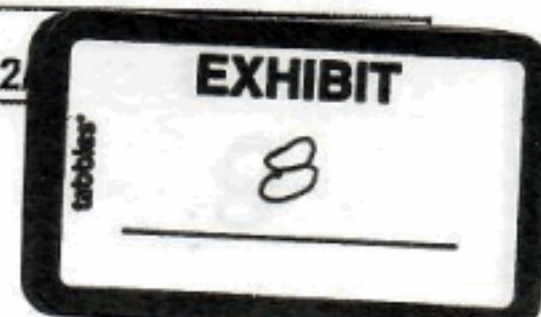
OFFENSES	DESCRIPTION	ATTEMPT/COMMIT
	1	
2		
3		
4		
5		

SUBJECT 1	SUBJECT TYPE Subject	NAME (LAST, FIRST, MIDDLE SUFFIX) [REDACTED]						PRIMARY PHONE Work [REDACTED]
	ADDRESS [REDACTED]							PHONE #2 [REDACTED]
	DOB [REDACTED]	AGE or AGE RANGE 33	SEX M	RACE [REDACTED]	HEIGHT or RANGE [REDACTED]	WEIGHT or RANGE [REDACTED]	EYES [REDACTED]	HAIR [REDACTED]
	D. NUMBER/STATE [REDACTED]	LEADS #		ALIAS (LAST, FIRST, MIDDLE)				PHONE #3 [REDACTED]
	CLOTHING OR ADDITIONAL DESCRIPTION				SCAR MARKS OR TATTOOS			

SUBJECT 2	SUBJECT TYPE Subject	NAME (LAST, FIRST, MIDDLE SUFFIX) ARRIGUEL, REINA, M						PRIMARY PHONE Work [REDACTED]
	ADDRESS [REDACTED]							PHONE #2 [REDACTED]
	DOB [REDACTED]	AGE or AGE RANGE 26	SEX F	RACE [REDACTED]	HEIGHT or RANGE [REDACTED]	WEIGHT or RANGE [REDACTED]	EYES [REDACTED]	HAIR [REDACTED]
	D. NUMBER/STATE [REDACTED]	LEADS #		ALIAS (LAST, FIRST, MIDDLE)				PHONE #3 [REDACTED]
	CLOTHING OR ADDITIONAL DESCRIPTION				SCAR MARKS OR TATTOOS			

SUBJECT 3	SUBJECT TYPE	NAME (LAST, FIRST, MIDDLE SUFFIX)						PRIMARY PHONE
	ADDRESS							PHONE #2
	DOB	AGE or AGE RANGE	SEX	RACE	HEIGHT or RANGE	WEIGHT or RANGE	EYES	HAIR
	D. NUMBER/STATE	LEADS #		ALIAS (LAST, FIRST, MIDDLE)				PHONE #3
	CLOTHING OR ADDITIONAL DESCRIPTION				SCAR MARKS OR TATTOOS			

REPORTING OFFICER: **Fitzgibbon, Krystina M. 02/10/2017** DATE: **02/10/2017** REVIEWED BY: **Rosinski, Kenneth J.** 02/10/2017





Pending Final Report Review Approval

NARRATIVE

On 02/10/17 at 1500 hours, I (Officer K. Fitzgibbon #706) and Officer Losurdo #749 were advised by Chief McCarthy of possible ordinance violations occurring at Twin Peaks, located at 16154 LaGrange Rd. Chief McCarthy advised us the village received numerous complaints regarding servers at Twin Peaks wearing lingerie that was very exposing in nature.

We went to Twin Peaks and observed almost every employee dressed in lingerie that exposed their buttocks. The clothing the employees were wearing were in clear violation of the Conduct of Licensee village ordinance.

We spoke to managers [REDACTED] and [REDACTED] regarding the violations. The [REDACTED] explained the employees were dressed in that manner for a promotion the restaurant was running for "Lingerie Week". [REDACTED] and [REDACTED] explained the village ordinance in detail and advised their employees were in violation. [REDACTED] and [REDACTED] were advised to ensure all of their employees were in compliance with the ordinance by 1730 hours. [REDACTED] and [REDACTED] were told if they were not in compliance with the ordinance at that time, they and all employees still in violation would be issued Municipal Violation citations.

At 1730 hours, Lt. Sinko, Ofc. Losurdo, and I returned to Twin Peaks. We walked around the restaurant and observed all of the employees were now in compliance with the ordinance. All of the employees now had on larger shorts which covered their buttocks completely. We spoke to [REDACTED] who stated he had purchased new shorts for the employees to wear so they would be in compliance. [REDACTED] assured us there would be no more violations of this ordinance in the future.

I have nothing further to report.

REPORTING OFFICER Fitzgibbon, Krystina M. 02/10/2017	DATE 02/10/2017	REVIEWED BY Rosinski, Kenneth J.	02/17/2017 07:47
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Orland Park Police Department
 15100 Ravinia Ave
 Orland Park, IL 60462
CASE REPORT

CASE# **2017-00022543**

DISPATCH DATE/TIME - 2/11/2017 19:16
 ARRIVAL DATE/TIME - 2/11/2017 19:16

Pending Final Report Review Approval

EVENT	REPORTED DATE/TIME 2/11/2017 19:16	INCIDENT TYPE Ordinance Violations	CASE STATUS AT TIME OF REPORT Open
	OCCURRED FROM DATE/TIME 02/11/2017 19:16	OCCURRED TO DATE/TIME 02/11/2017 19:16	LOCATION OF OCCURRENCE TWIN PEAKS 16154 LAGRANGE RD ORLAND PARK IL

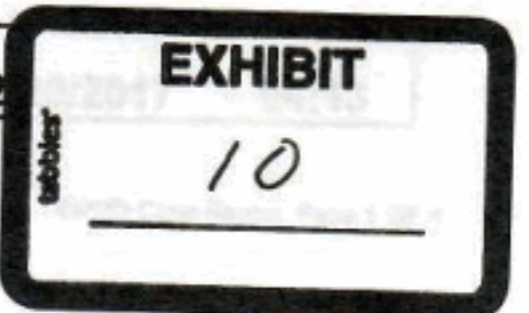
OFFENSES	DESCRIPTION	ATTEMPT/COMMIT
	1 2989/7-4-23 Retail Liquor Establishments; Conduct of Licensee	Commit
	2	
	3	
	4	

SUBJECT 1	SUBJECT TYPE Arrestee	NAME (LAST, FIRST, MIDDLE SUFFIX) TWIN PEAKS,	PRIMARY PHONE Business (708)590-6293						
	ADDRESS 16154 LAGRANGE RD ORLAND PARK, IL 60467								
	DOB	AGE or AGE RANGE	SEX	RACE	HEIGHT or RANGE	WEIGHT or RANGE	EYES	HAIR	PHONE #2
	D. NUMBER/STATE		LEADS #		ALIAS (LAST, FIRST, MIDDLE)				PHONE #3
	CLOTHING OR ADDITIONAL DESCRIPTION				SCAR MARKS OR TATTOOS				

SUBJECT 2	SUBJECT TYPE Subject	NAME (LAST, FIRST, MIDDLE SUFFIX)	PRIMARY PHONE Work						
	ADDRESS								
	DOB	AGE or AGE RANGE	SEX	RACE	HEIGHT or RANGE	WEIGHT or RANGE	EYES	HAIR	PHONE #2
	D. NUMBER/STATE		LEADS #		ALIAS (LAST, FIRST, MIDDLE)				PHONE #3
	CLOTHING OR ADDITIONAL DESCRIPTION				SCAR MARKS OR TATTOOS				

SUBJECT 3	SUBJECT TYPE Arrestee	NAME (LAST, FIRST, MIDDLE SUFFIX)	PRIMARY PHONE Cell, personal						
	ADDRESS								
	DOB	AGE or AGE RANGE	SEX	RACE	HEIGHT or RANGE	WEIGHT or RANGE	EYES	HAIR	PHONE #2
	D. NUMBER/STATE		LEADS #		ALIAS (LAST, FIRST, MIDDLE)				PHONE #3
	CLOTHING OR ADDITIONAL DESCRIPTION				SCAR MARKS OR TATTOOS				

REPORTING OFFICER Fitzgibbon, Krystina M. 02/11/2017	DATE 02/11/2017	REVIEWED BY Rosinski, Kenneth J.
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Orland Park Police Department
 15100 Ravinia Ave
 Orland Park, IL 60462
CASE REPORT

CASE# **2017-00022543**

DISPATCH DATE/TIME - 2/11/2017 19:16
 ARRIVAL DATE/TIME - 2/11/2017 19:16

Pending Final Report Review Approval

EVENT	REPORTED DATE/TIME 2/11/2017 19:16	INCIDENT TYPE Ordinance Violations	CASE STATUS AT TIME OF REPORT Open
	OCCURRED FROM DATE/TIME 02/11/2017 19:16	OCCURRED TO DATE/TIME 02/11/2017 19:16	LOCATION OF OCCURRENCE TWIN PEAKS 16154 LAGRANGE RD ORLAND PARK IL

OFFENSES	DESCRIPTION	ATTEMPT/COMMENT
	1	
2		
3		
4		
5		

SUBJECT 1	SUBJECT TYPE Arrestee	NAME (LAST, FIRST, MIDDLE SUFFIX) BLAYLOCK, SARAH, M						PRIMARY PHONE Cell, personal
	ADDRESS [REDACTED]							PHONE #2 [REDACTED]
	DOB [REDACTED]	AGE or AGE RANGE 27	SEX F	RACE [REDACTED]	HEIGHT or RANGE [REDACTED]	WEIGHT or RANGE [REDACTED]	EYES [REDACTED]	HAIR [REDACTED]
	LEADS #			ALIAS (LAST, FIRST, MIDDLE)				PHONE #3
	CLOTHING OR ADDITIONAL DESCRIPTION				SCAR MARKS OR TATTOOS			

SUBJECT 2	SUBJECT TYPE Arrestee	NAME (LAST, FIRST, MIDDLE SUFFIX) [REDACTED]						PRIMARY PHONE Cell, personal
	ADDRESS [REDACTED]							PHONE #2 [REDACTED]
	DOB [REDACTED]	AGE or AGE RANGE 20	SEX F	RACE [REDACTED]	HEIGHT or RANGE [REDACTED]	WEIGHT or RANGE [REDACTED]	EYES [REDACTED]	HAIR [REDACTED]
	LEADS #			ALIAS (LAST, FIRST, MIDDLE)				PHONE #3
	CLOTHING OR ADDITIONAL DESCRIPTION				SCAR MARKS OR TATTOOS			

SUBJECT 3	SUBJECT TYPE Arrestee	NAME (LAST, FIRST, MIDDLE SUFFIX) [REDACTED]						PRIMARY PHONE Cell, personal
	ADDRESS [REDACTED]							PHONE #2 [REDACTED]
	DOB [REDACTED]	AGE or AGE RANGE 27	SEX F	RACE [REDACTED]	HEIGHT or RANGE [REDACTED]	WEIGHT or RANGE [REDACTED]	EYES [REDACTED]	HAIR [REDACTED]
	LEADS #			ALIAS (LAST, FIRST, MIDDLE)				PHONE #3
	CLOTHING OR ADDITIONAL DESCRIPTION				SCAR MARKS OR TATTOOS			

REPORTING OFFICER Fitzgibbon, Krystina M.	DATE 02/11/2017	REVIEWED BY Rosinski, Kenneth J.	02/20/2017 04:13
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Pending Final Report Review Approval

NARRATIVE

On 02/11/16 at 1916 hours, I (Officer K. Fitzgibbon #706) and Officer Losurdo #749 were advised by Lieutenant Sinko #102 there was an anonymous citizen complaint regarding the employees at Twin Peaks (16154 LaGrange Rd) wearing lingerie that was very exposing in nature. The same type of complaint was also received on 02/10/17.

On 02/10/17, Officer Losurdo, Chief McCarthy, and I went to the restaurant and spoke to the managers on scene. The managers were advised of the Conduct of Licensee village ordinance and told to have their employees change into clothing that is in compliance with the ordinance. The managers were also advised the business and any employee in violation of the ordinance would be issued Municipal Ordinance citations. All employees changed and were in compliance later that day. See general case report 2017-21854 for further information regarding that incident.

On today's date, Officer Martyn #727 and I went into the restaurant in plain clothes to see if there were any violations. When we entered, we observed an employee, later identified as [REDACTED] at the front of the restaurant with her buttocks exposed. [REDACTED] was wearing underwear which only covered a portion of the top of her buttocks.

As Officer Martyn and I walked throughout the restaurant, we observed three other employees with their buttocks exposed. The employees were later identified as [REDACTED], [REDACTED], and Sarah Blaylock. [REDACTED], [REDACTED], and Sarah were all wearing underwear which only covered a portion of the top of their buttocks.

[REDACTED], [REDACTED], and Sarah all had underwear that left the majority of their buttocks exposed. All the remaining staff were in compliance with the village ordinance.

We spoke to [REDACTED] the manager who was advised of the village ordinance on 02/10/17. [REDACTED] stated he believed all his employees were in compliance with the ordinance. We explained to [REDACTED] four employees were in violation. We explained to [REDACTED], [REDACTED], [REDACTED], and Sarah the reason they were in violation of the statute was due to their buttocks being exposed.

[REDACTED] and [REDACTED] put on larger shorts which now covered their buttocks. [REDACTED] and Sarah had garments over their underwear that they pulled down to cover their buttocks. When we initially observed [REDACTED] and Sarah, the garments over their underwear were pulled up leaving their buttocks exposed.

All subjects were brought into the manager's office. The business was issued an MV citation for Conduct of Licensee (2989/7-4-23). The business' citation was given to [REDACTED], [REDACTED], [REDACTED], and Sarah were issued MV citations for Conduct of Licensee (2989/7-4-32.1). All subjects were advised of their mandatory court date of 03/14/17 at 1330 hours at the Orland Park Civic Center.

REPORTING OFFICER Fitzgibbon, Krystina M. 02/11/2017	DATE 02/11/2017	REVIEWED BY Rosinski, Kenneth J.	02/20/2017 04:13
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Orland Park Police Department
15100 Ravinia Ave
Orland Park, IL 60462
CASE REPORT

CASE# 2017-00022543

Pending Final Report Review Approval

NARRATIVE CONTINUATION

At 2130 hours, Officer Losurdo and I returned to the business. We verified all employees were now in compliance with the village ordinance.

I have nothing further to report.

REPORTING OFFICER

Fitzgibbon, Krystina M. 02/11/2017

DATE

02/11/2017

REVIEWED BY

Rosinski, Kenneth J.

02/20/2017

04:13

ORDINANCE VIOLATION VILLAGE OF ORLAND PARK, IL COUNTIES OF COOK/WILL

Incident No.		Date	Time	Location	Unit	MV038840	
17-22543		02/11/2017	7:16 pm	16154 Lagrange Rd			
Report No.		Section Number	Violation	Description	HEARING INFORMATION		
17-22543		1010	Chap: 0.000	Sec: 0	Par:		
Conduct Of Licensee					Date	05/09/2017	
The undersigned has personal knowledge of the above violation and swears to the truth of the above stated facts.					Time	1:00 pm	
Complainant Name (printed)			Issued by (signature)		Id	Location	
			Krystina Fitzgibbon		706	Orland Park Civic Center 14750 S. Ravinia Avenue Orland Park, Illinois 60462	
Sex	Race	Date of Birth	Social Security	Drivers License / State	Telephone Number	<input checked="" type="checkbox"/> MUST APPEAR AT HEARING	
F							
Blaylock, Sarah M					FINE (If Paid by Due Date)		
					FINE (If Paid After Due Date)		
					DUE DATE Police		
					SERVICE BY:		
					<input checked="" type="checkbox"/> In Person _____ <input type="checkbox"/> Certified Mail _____		

Failure to appear at the hearing or pay the fine (if applicable) will result in the imposition of a judgement that will be enforced in accordance with applicable law.

ORIGINAL COPY

HEARING INFORMATION

Finding Decision	Liable			
Fine Assessed	100.00			05/09/2017
Judgement Total	100.00	Paid: 100.00	Due: 0.00	
Full Compliance by	06/13/2017	05/25/2017	Payment Received	09:09:36

STATUS INFORMATION

02/02/2018	Finding, Decision and Order Prepared.
05/09/2017	Finding, Decision and Order Prepared.
04/11/2017	Continuance Date Requested.
03/14/2017	Continuance Date Requested.

EXHIBIT
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