

WORKPLACE Harassment Response

Senator Taylor: This statement is in response to employees by SEIU Local 503.

Please understand the full impact of the workplace harassment and discriminatory actions taken against me while being employed as a public employee from February 2011 to January 2016 has caused me to become physically and mentally disabled. My rights as a public employee were violated on many protected classes. I reported the matters to the State Agency Human Resources Department and they turned a blind eye to my request. I didn't receive any support from HR in helping me with the protection of the workplace harassment I was experiencing. I suffered great harm from the workplace harassment, retaliation and discrimination against me. I was harassed off the job leaving me unable to apply for unemployment benefits no income medically incapacitated from PTSD I suffered while working months on end in a stressful work environment. I have a family and because of all of this we have become homeless and i haven't recovered fully from all the trauma that was caused on me while employed as a Oregon Public Employee.

I was retaliated against because i reported the workplace harassment i was experiencing daily at work and suffered retaliation for requesting

assistance to support me with the many violations against my protected classes. I was harassed by my direct managers and was left unsupported by the Managers and Executive Management Teams.

I am still not fully recovered from the trauma endured while employed at this agency. I would be willing to speak directly with anyone who could help bring some resolve and support to the violation's that caused me harm physically, mentally and financially.

Lastly I reported the harassment directly to the Agency HR TEAM, and given advice from the union steward that filling a formal complaint with BOLI or The Ethics Committee would not protect my job. At that time I couldn't risk losing my job and i was afraid for my life. I was left to be violated and unsupported and this situation has caused me with a life time of pain.

I couldn't muster up any energy to stay in that environment and it had left me homeless unable to qualify for unemployment and I'm disabled mentally afraid to work because of severe PTSD that was caused because no one in my Agency/HR would support me and keep me safe and free from workplace harassment. They turned a blind eye to my many requests for assistance in the matter and they

failed to protect me and my Civil Rights.

I know for sure i was retaliated against and demoted from my Lead position after experiencing work place harassment, reporting it and requesting HR assist me. I also reported that i was given strict instructions not to allow one of my coworkers who had reported our Manager for sexual harassment to work on the project or to do any extra work beyond what she was hired to do. He was explicit in his warning to me that he was keeping his promise to her to punish her for reporting sexual harassment on him. He included how it ruined his marriage and has made it difficult for him to get another job state wide because the harassment is now in his file.

He sat me down and told me no Manager in this Agency will hire her or allow her promotional opportunities and that's just the end of it and I better rethink it really hard about all the privileges I've been given working there, my many request for equipment, laptops and office supplies etc. And the fact that he gave me 7 day a week 24 hours a day building access to come in and work "which is all that overtime pay Girl" and only he has approved and allowed me to utilize these benefits. We put your face on the cover of the PERS folder's for over 900,000 members to see Girl your gonna be famous and I'll help you get to wherever you want to go here at PERS you just have to learn how things are going to be done

around here". You better stay on board and don't get involved with (TP) the employee and her antics because after we're letting you "write my own ticket".

They allowed me to continue to allow the employee to work with me, however it came at the cost of my being pushed out of my job because of the high levels of stress they subjected me to forcing me to quit. They had no reason except for the fact that they wanted to retaliate against her for reports she made.

This was just one of more than ten examples of the type of harassing situations i had to encounter that I reported/requested Agency/HR support and assistance and they did not respond to me, leaving me unsupported in a hostile work environment and subjected to great harm.

I was left and led to fail by the hands of The State Agency by Managers unethical behaviors where he specifically stated he didn't want The employee "getting any exposure outside of the department" or having the opportunity to advance because he told you after what you reported on him "she would never leave that seat as long as you worked here."

In October of 2013 I was promoted and given a raise and merit increase for my being a stellar employee. I was since demoted from my position in August of 2015 after reporting the harassment that i was

experiencing and suffering medical harm behind.

I have regained enough strength to seek reciprocity in this matter.

I have included a email in which I was working with a Union Steward to support me because of the failure of the HR Dept to respond to my request for assistance, support and protection. I was considering reporting the incident outside of The State Agency in hopes it could help me while many of my Civil Rights were continuously violated.

Me: Thank you for following up on the work place issues I discussed with. Can you call me or send me your cell phone number to get some of my questions answered today before I go into work?

Union Steward Response:

I am listing below some of the issues I identified and what I would recommend to address them. I think managers are going to feel defensive and may personalize outside claims filed with BOLI/EEOC and it may be public, bringing unwanted attention. As a steward, I prioritize protecting your job and your rights under the contract. Even though exposing racism publicly has important social value, it would

not protect your job.

Issues/Proposed Solutions:

1. Racist comments by staff and being treated differently based on race e.g. help desk

A. I am looking for statewide resources for state agencies to address systematic racism in the workplace.

B. Bring up in Labor Management Committee

2. Overpayment/John not backing you on retro alt schedule.

A. Informal meeting with HR explaining your discussions and agreement with John

B. File a grievance if they pursue overpayment

3. Being told you cannot go to lunch with friend

A. Informally get permission with HR, share result with John.

B. Go to lunch with friend

C. If HR has problem, consult government ethics commission

4. Anti-union pressure

A. Labor Management Committee

5. Not taking lunches & breaks

A. Enforce the contract by taking lunches and breaks

B. If denied, grieve it

6. PERS Practice of hiring friends/family
 - A. Labor Management Committee
 - B. Review of DAS policies on nepotism, etc.

Please let me know if I missed any issues or you want to discuss alternatives. If you do prefer another course of action, I will support you.

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