

This material is part of a collection that documents the harassment, discrimination, and retaliation perpetrated against Alaska's women research scientists by their supervisor, with full knowledge (and arguably, "tacit approval") of their federal employer, the USDA Agricultural Research Service (ARS)



United States Department of Agriculture
Research, Education, and Economics
Agricultural Research Service

May 20, 2008

[Redacted]
1345 Arctic Tern Drive
Fairbanks, Alaska 99712

Dear [Redacted]

On March 31, 2008, you contacted the Agricultural Research Service, Office of Civil Rights regarding an issue of concern to you. Your case was assigned to me as an EEO Counselor. Specifically, the issue of your concern were Hostile Work Environment, Other (Letter of Caution), and Harassment. You alleged that these actions were due all or in part because of Reprisal (previous complaint activity) and sex (Female). This memorandum gives you notice of the final counseling interview on the complaint you presented to me, and the right to file a formal complaint.

If you believe you have been discriminated against on the basis of race, color, religion, sex, national origin, age, sexual orientation, marital status, physical or mental disability; or that a reprisal action has been taken against you for an EEO related matter, you have the right to file a formal discrimination complaint with the Department of Agriculture within 15 calendar days after your receipt of this notice.

The complaint must be in writing and signed by you. It must be specific and contain only those issues discussed with me. It must also state whether you have filed a grievance under negotiated or administrative grievance procedures or an appeal to the Merit Systems Protection Board on the same matters. You may use the enclosed form to file your complaint. You may file your complaint with the following official:

USDA, Civil Rights
Director, Employment Complaints and Adjudication Division
Reporters Building Room #607
300 7th Street, SW
Washington, DC 20024

das

Office of the Administrator
Office of Outreach, Diversity, and Equal Opportunity
1400 Independence Avenue, SW, Room 3913-S
Washington, DC 20250-0304
An Equal Opportunity Employer

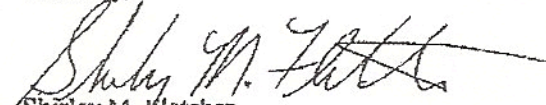
(Exhibit 2A)

PAGE 1 OF 2

If you retain an attorney or any other person to represent you, you or your representative must immediately notify this office or the Employment Complaints and Adjudication Division in writing.

Please refer to the information you were previously provided on your rights and responsibilities and the steps and time limits of the complaint process. You may contact me at 301 218-2242 if you have questions about this notice, the informal counseling process or the formal complaint process.

Sincerely,


Shirley M. Fletcher
EEO Counselor

Enclosure