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*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)*

### **Summary of Constructive Discharge**

My supervisor, Dr. Alberto Pantoja, with full knowledge and support of the USDA Agricultural Research Service (ARS), deliberately made my working conditions so intolerable that a reasonable person would feel compelled to voluntarily resign. This situation progressed far beyond a general dissatisfaction with inequitable working conditions at the Subarctic Agricultural Research Unit (SARU). The ARS was continually notified (beginning in 2007), but consistently failed to address these problems as my supervisor systematically withdrew critical resources such as laboratory space, technical help, and access to research funds.

The discrimination, retaliation, and harassment were sufficiently severe and pervasive to affect the conditions and privileges of my employment.

I properly exhausted the agency's administrative remedies by filing six timely grievances. I then followed Agency regulations by filing an Informal EEO complaint (May 2008), a Formal EEO complaint (July 2008), and an EEOC complaint (January 2009).

In July 2010, I was invited by EEOC Judge Steven R. Gaffin to participate in an EEOC-mediated settlement event to resolve these complaints (19 August 2010). However, during the settlement negotiations, the Agency made no offer that would remove me from my supervisory chain of command. I settled my EEOC claim by accepting money (about 5 cents on the dollar for my losses). My intent was to eventually quit working for the Agency, but they insisted that my "voluntary resignation" occur *immediately*. At that point, (which was well into the evening of the day scheduled for the negotiations), I was willing to do anything to escape the stressful prospect of continuing to work for my abusive supervisor.

This information is being provided solely for the Anchorage UI Claim Center's use in processing my claim for unemployment benefits, since my EEOC Settlement Agreement stipulates that I cannot file additional claims against the Agency to mitigate the circumstances that their discrimination, retaliation, and harassment have caused me.