

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)

**From:** "ckbower"  
**Subject:** **EEO assigned to Arkansas**  
**Date:** August 16, 2008 2:12:28 PM GMT-08:00  
**To:** lori  
**Reply-To:** ckbower  
▶ 1 Attachment, 446 KB

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Hi,

After you filed "formal", didn't all y'all get a nice (error-filled) letter from Don McLellan (Director of the ARS Civil Rights Staff) acknowledging that fact? I just got a nice (error-filled) certified letter from Kenneth Baisden (Division Chief of USDA's Employment Complaints Division) informing me of all the ways my EEO complaint can be dismissed, and identifying my nearest EEOC field office as Little Rock, Arkansas.

Where do they find these people...

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mail2web.com – Enhanced email for the mobile individual based on Microsoft® Exchange - <http://link.mail2web.com/Personal/EnhancedEmail>



[EEO\\_1.pdf \(446 KB\)](#)



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United States  
Department of  
Agriculture

Office of the  
Assistant Secretary  
for Civil Rights

Office of Adjudication  
and Compliance

1400 Independence  
Avenue SW

Washington, DC  
20250

AUG 11 2008

Ms. Cynthia K. Bower  
Post Office Box 81964  
Fairbanks, Arkansas 99708

Re: USDA Complaint No.: ARS-2008-00696

Dear Ms. Bower:

This letter acknowledges receipt of your formal Equal Employment Opportunity (EEO) complaint of discrimination against the Agricultural Research Service, (ARS), dated July 25, 2008 and received on July 30, 2008. The complaint has been assigned the reference number above. Please refer to this number in any future communication on the subject formal EEO complaint.

Your formal EEO complaint has been assigned to an EEO Specialist to determine the following:

1. Whether it contains sufficient information to adequately define the claim(s) and to determine whether the claim(s) raised in the formal EEO complaint is/are like or related to those raised with the EEO Counselor.

If sufficient information is not available, you may be issued a Letter of Clarification (LOC) requesting that you provide specific information within 15 days<sup>1</sup> of receipt. Failure to comply with the request may, result in dismissal of your formal EEO complaint.

2. Whether all or a portion of the claim(s) raised will be accepted and referred for investigation.

If all or a portion of your formal EEO complaint is accepted and the investigation report has not been issued within 180 days<sup>2</sup> from the filing date, you have a right to request a hearing from the EEOC field office having jurisdiction over the geographical area where the formal EEO complaint arose. You also have a right to request a hearing within 30 days of receipt of the investigative report.

3. Whether any portion of the formal EEO complaint will be dismissed.

If any portion, but not all of your formal EEO complaint is dismissed, you will be notified of the rationale for the determination. In accordance with 29 C.F.R. §1614.107(b), our determination that the cited claim(s) is dismissed will be reviewed by an Administrative Judge at the Equal Employment Opportunity

<sup>1</sup> All references to days refer to calendar days unless specified otherwise.

<sup>2</sup> The Department is required to complete the investigation within 180 days from the date your formal complaint was filed unless both parties agree, in writing to extend the time period.

Even though I had earned a Ph.D., the Agency consistently "forgot" to accord the correct title of "Dr." when communicating with me.

The other two women research scientists in my unit were subjected to the same form of disrespect.

This footnote is important, since the Department failed to complete the investigation within 180 days, not just for my complaint, but for all three women.

Commission (EEOC) if you request a hearing on the remainder of the subject formal EEO complaint. You may not appeal this dismissal until a final action is taken by the Department on the remainder of your formal EEO complaint.

Enclosed is a document that identifies the EEOC field office and address where the hearing request should be sent. You are required to certify to the EEOC field office that a copy of the hearing request was sent to the following address:

The document sent by USDA identified the EEOC field office for Alaska as "Little Rock, Arkansas", rather than the (geographically nearer) "Seattle, Washington".

Civil Rights Director  
Agricultural Research Service  
United States Department of Agriculture  
Room 3552-South Building  
1400 Independence Avenue, S.W.  
Washington, DC 20250

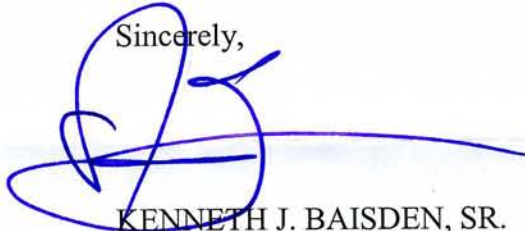
4. Whether the entire formal EEO complaint will be dismissed.

If your formal EEO complaint will be dismissed in its entirety, you will be advised of your appeal rights.

You must keep the agency informed of your current address. If the Department is unable to locate you, it may dismiss your formal EEO complaint under 29 C.F.R. §1614.107(a)(6).

Please contact the Customer Service Unit at 1-800-795-3272 if you have any questions or concerns regarding the status of your formal EEO complaint.

Sincerely,



KENNETH J. BAISDEN, SR.  
Division Chief  
Employment Complaints Division

Enclosure: EEOC Field Office Information

cc: Civil Rights Director, (ARS)  
ECD Liaison



## Little Rock Area Office

[EEOC Home](#)  
[Privacy Policy](#)  
[Disclaimer](#)

[Location & Hours](#)

**Location:** 820 Louisiana Street  
Suite 200  
Little Rock, Arkansas 72201

[Jurisdictional Area](#)

**Phone:** 1-800-669-4000

[Filing A Charge](#)

**Fax:** 501-324-5991

**TTY:** 1-800-669-6820

[Mediation Program](#)

**Director:** Wanda C. Milton

[Small Business Information](#)

**Regional Attorney:** Faye Williams  
[Memphis District Office](#)

[Federal Sector Information](#)

**Office Hours:** The Little Rock Area Office is open Monday-Friday from 8:00 a.m. - 4:30 p.m. After you have called the EEOC at 800-669-4000 (800-669-6820 -TTY), you will receive a questionnaire to complete and return to the Little Rock Area Office.

[Training and Outreach](#)

**When the Little Rock Area Office receives your questionnaire, you will be contacted to schedule an interview with an Investigator.**

[FOIA](#)