

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: "Lori [redacted]"
Subject: Fwd: Winton reply to acceptance of ARS-2008-00542
Date: October 14, 2008 5:58:39 PM GMT-08:00
To: [redacted]

All three women research scientists working for Alberto Pantoja (USDA ARS, Alaska) filed EEO complaints against him in an attempt to stop his harassing, discriminatory, and retaliatory behavior toward women. This email requests that the USDA Civil Rights office consolidate the cases to save time and money. (The agency never consolidated the cases, thereby diluting the egregious nature of unlawful activities being perpetrated against the women.)

[redacted]
Here is what I sent.

----- Forwarded message -----

From: Winton, Lori <Lori.Winton@ars.usda.gov>
Date: Tue, Oct 14, 2008 at 5:04 PM
Subject: RE: Winton reply to acceptance of ARS-2008-00542
To: mmtsutsui@comcast.net
Cc: "Thompson, Helena" <Helena.Thompson@ars.usda.gov>, OAC <CR@usda.gov>

Dear Civil Rights Staff and Investigators,

Please consider consolidating my investigation with those of Dr.'s Nancy Robertson (ARS-2008-00647) and Cynthia Bower(ARS-2008-00696), both of whom have also filed formal complaints. It would be much more efficient and cost effective if one investigator could do all three complaints because we all have the same:

- 1) Witnesses, including each other.
- 2) management unit
- 3) issues, facts, and circumstances
- 4) perpetrator of discriminatory conduct
- 5) bases: discrimination (sex) and reprisal
- 6) time frames

Sincerely,

Loretta (Lori) Winton, Ph.D.
Research Plant Pathologist
USDA Agricultural Research Service
Subarctic Agricultural Research Unit
358 O'Neill Building
University of Alaska Fairbanks
Fairbanks, AK 99775-7200
Office #: 907.474.1135
Lab #: 907.474.1850
Fax #: 907.474.7504

From: mmtsutsui@comcast.net [mailto:mmtsutsui@comcast.net]
Sent: Tue 10/14/2008 12:52 PM
To: Winton, Lori
Subject: FW: Winton reply to acceptance of ARS-2008-00542

Ms. Winton:
Used an invalid e-mail address. Sorry about that.
Martha Tsutsui

USDA used the same tactic when dealing with the three women from Alaska who filed complaints against Alberto Pantoja in response to his unlawful activities. By "fragmenting" the original complaints, USDA was able to selectively accept for investigation only issues that would not constitute a valid legal claim of discrimination. Essential aspects of the original claims (such as Dr. Pantoja's refusal to appoint women to serve as "acting supervisor") had been removed from the list of complaints that

Contract EEO Investigator

each woman had submitted. USDA used this form of deception to severely weaken the cases of the women.

----- Forwarded Message: -----

From: mmtsutsui@comcast.net
To: moralesandassoc@earthlink.net (Frank Morales)
Cc: loti.winton@uaf.edu
Subject: FW: Winton reply to acceptance of ARS-2008-00542
Date: Tue, 14 Oct 2008 19:40:30 +0000
Jack:

I spoke to complainant and she referred to the letter she sent to USDA concerning the acceptance letter. See attachment. She stated the significant parts of her complaint were not included in the acceptance letter (6 additional claims). Can you check this out with Helena Thompson and let me know the status so that I can start the investigation? Thanks.
Martha

----- Forwarded Message: -----

From: "Winton, Lori" <Lori.Winton@ARS.USDA.GOV>
To: <mmtsutsui@comcast.net>
Subject: Winton reply to acceptance of ARS-2008-00542
Date: Tue, 14 Oct 2008 19:19:45 +0000
Dear Martha Tsutsui,

Please find attached the acceptance letter I sent by certified mail to USDA the civil rights office. It was signed for on Oct. 6, 2008.

Thank you for looking into this matter.

Sincerely,
Lori

Loretta (Lori) Winton, Ph.D.
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