

I, Cindy Prucha, am an employee of the:

(Agency) U. S. Department of Agriculture  
(Office) Agricultural Research Service, Headquarters, Administrative & Financial Management  
(Division) Human Resources Division  
(Branch) Western Services Branch

Located in (city and state) Beltsville, Maryland

In the capacity of (show both your organization title and the classification of your job, if different):

Human Resources Specialist, GS-0201-12 between (date) 12/16/2001 and (date) 2/05/2009 (Present)

My telephone number during working hours is 301-504-1581.

I HAVE BEEN ADVISED OF THE FOLLOWING:

I am required by Federal regulations and Department of Agriculture policy to cooperate fully and promptly with the investigator who has been assigned to conduct a thorough and impartial investigation into a complaint of discrimination against the Department of Agriculture. I must provide a statement for the investigative report which is true and complete to the best of my knowledge and which discloses all of my first-hand knowledge having a bearing on the merits of the complaint. My statement is provided under oath (or affirmation), without a pledge of confidentiality, in accordance with Equal Employment Opportunity Commission rules and regulations and Department of Agriculture policy. This means that any employee(s) whom I accuse of discrimination or other acts of impropriety may be shown relevant portions of my affidavit and be provided an opportunity to respond for the record. In addition, the complainant and the appropriate Department Officials involved in the EEO complaint process will receive the entire investigative file. I have the right to review my statement prior to signing it and may make initialized corrections if it is incomplete or inaccurate. I have the right to receive a copy of the signed statement.

Having been advised of the above information about my role as a witness in the investigative process, I solemnly affirm the statement which follows is true and complete to the best of my knowledge and belief, and addresses the issues and concerns raised with me by the investigator.

1. Please state your name for the record.

Cynthia J. Prucha

2. What is your gender?

Female

3. What are your job title, occupational series, and grade?

Human Resources Specialist, GS-0201-12

4. What are your major duties?

Responsible for providing a full range of human resources operations activities in the areas of position management and classification, staffing, employment and recruitment, compensation, and management and advisory services.

Specifically, provide Human Resources services in position classification, position management, leave administration, staffing and pay administration services to ARS management and employees of assigned organizations. This requires exercising classification and staffing authority for research professional, scientific and/or technical, and administrative and/or wage grade positions. Work with managers and supervisors to determine long and short-range staffing needs and necessary recruitment strategies to include the use of recruitment and retention incentives.

5. How long have you been in your present position? Date?

Present or similar position since February 1985

6. How long have you worked for the Federal government?

35.5 years

7. What is the organizational name of the unit/branch/section/division to which you are assigned?

USDA/ARS/Headquarters/Administrative & Financial Management/Human  
Resources Division/Western Services Branch

8. Where is your duty station located? City/County/State?

Beltsville, Prince Georges County, Maryland

9. Who is your immediate supervisor? Name and job title?

Helene Saylor, Supervisory Human Resources Specialist

10. How long has h/she been your immediate supervisor?

Since 05/14/2006

11. Who is your second line supervisor? Name, job title, and grade?

David Love, Human Resources Officer, GS-15

12. How long has h/she been your second line supervisor?

Since 8/31/2008

13. Do you work with complainant? If yes, in what capacity?

Complainant is an ARS employee located at the ARS Fairbanks, Alaska Location for which I provide Human Resources Services.

14. How long have you worked with complainant?

N/A, I have worked with the Alaska Location since February 2006

15. Can you describe what kind of working relationship you have with complainant?

Infrequent

16. Can you describe what kind of working relationship you have with Alberto

Pantoja, Research Leader?

Dr. Pantoja is the Research Leader for the ARS Fairbanks, AK Locations for which I provide HR Services.

17. How would you describe the work environment where complainant is situated?

No Knowledge

18. Complainant alleges her supervisor, Dr. Alberto Pantoja, treats females differently from her male counterparts (scientists). What have you observed?

I have never been on site; I have no immediate knowledge.

19. Were you aware of complainant's allegation of reprisal (opposition to discriminatory practices)? If yes, what knowledge, role, or involvement do you have of this claim?

No, none

**Whether the agency subjected the complainant to discrimination and harassment, based on sex (female) and reprisal (unspecified prior EEO activity or opposition of discrimination) when:**

**Claim 1: on February 26, 2008 she was issued a letter of caution**

20. What knowledge, role, or involvement did you have with this claim?

None

21. What communications did you have with complainant concerning the letter of caution?

None

22. Was complainant free to contact you concerning this matter? If yes, what procedures were in place? If no, why not?

I would not have been referred as a contact for this subject. Complainant would not have been prohibited from contacting me, but she did not.

23. Is the letter of caution a part of complainant's Official Personnel File?

Unknown

24. Do you have any additional information related to this claim?

I have no knowledge of this claim.

**Claim 2: she was subjected to threats of termination (dates not provided)**

25. What knowledge, role, or involvement did you have with this claim?

I have no knowledge of this claim.

24. Do you have any additional information related to this claim?

I have no knowledge of this claim.

**Claim 3: she was subjected to public humiliation (dates not provided)**

26. What knowledge, role, or involvement did you have with this claim?

I have no knowledge of this claim.

27. Do you have any additional information related to this claim?

I have no knowledge of this claim.

**Claim 4: she was subjected to disrespectful behavior (dates not provided)**

28. What knowledge, role, or involvement did you have with this claim?

I have no knowledge of this claim.

29. Do you have any additional information related to this claim?

I have no knowledge of this claim.

**Claim 5: she was subjected to open hostility (dates not provided)**

*cjp* 2/5/09  
initials

30. What knowledge, role, or involvement did you have with this claim?

I have no knowledge of this claim.

31. Do you have any additional information related to this claim?

I have no knowledge of this claim.

**Claim 6: she was subjected to intimidation (dates not provided)**

32. What knowledge, role, or involvement did you have with this claim?

I have no knowledge of this claim.

33. Do you have any additional information related to this claim?

I have no knowledge of this claim.

**Claim 7: she was denied the opportunity to act as Research Leader (dates not provided).**

34. What knowledge, role, or involvement did you have with this claim?

None, I have no knowledge of this claim.

35. Do you have any addition information related to this claim?

None, I have no knowledge of this claim.

**Claim 8: she was subjected to having her peer-reviewed publications downgraded to research notes (dates not provided).**

36. What knowledge, role, or involvement did you have with this claim?

None, I have no knowledge of this claim.

37. Do you have any additional information related to this claim?

None, I have no knowledge of this claim.

**Claim 9: she was not allowed to hire permanent technicians (dates and provided).**

38. What knowledge, role, or involvement did you have with this claim?

*CJP* 2/15/09  
Initials

I helped Dr. Winton recruit for a term technician (NTE 4 years), which was approved on the Location's position staffing plan (PSP).

39. Do you have any additional information related to this claim?

No

**Claim 10: she was not allowed to hire technicians at GS-7 level (dates not provided)**

40. What knowledge, role or involvement did you have with this claim?

The Location submitted an SF-52 form, Request for Personnel Action, to recruit a Biological Science Technician, GS-0404-5/6 for Dr. Winton.

41. Do you have any additional information related to this claim?

Dr. Winton's current technician has promotion potential to the GS-7 level.

**Claim 11: she received unfair performance appraisals (dates not provided).**

42. What knowledge, role, or involvement did you have with this claim?

None, I have no knowledge of this claim.

43. Do you have any additional information related to this claim?

None, I have no knowledge of this claim.

**Claim 12: on September 5, 2008 she was threatened for communicating EEO issues to various other people including the designated contact person for Civil Rights and Workplace Violence issues.**

44. What knowledge, role, or involvement did you have with this claim?

None, I have no knowledge of this claim.

45. Do you have any additional information related to this claim?

None, I have no knowledge of this claim.

46. Do you have any additional relevant information?

Loretta Winton was hired on a superior qualification, career-conditional appointment as a Research Plant Pathologist, GS-0434-12/03 on 06/03/2004; she was promoted to a GS-0434-13/02 on 12/23/2007.

I have reviewed this statement, which consists of 8 pages, and I hereby solemnly affirm that it is true and complete to the best of my knowledge and belief. I understand that the information I have given will not be held confidential and may be shown to the interested parties as well as made a permanent part of the investigation.

Cynthia J. Prucha  
(Signature of Deponent)

02/05/2009  
(Date)

Signed before me at (Street and City) 5601 Sunnyside Avenue, Beltsville, Maryland 20705

on this 5<sup>th</sup> day of February, 2009

Juan M. Parks  
(Signature of Investigator/Witness)