

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)

RELATIONSHIP OF AFFIANTS CHART  
CASE NUMBER: USDA-ARS-2008-00696

U. S. Department of Agriculture  
Agricultural Research Service

Complainant

Cynthia Bower (female)  
Research Food Technologist  
GS-1362-12  
Subarctic Agricultural Research Unit  
Fairbanks, Alaska

Respondent

Alberto Pantoja (male)  
Research Leader  
GS-0414-15  
Subarctic Agricultural Research Unit  
Fairbanks, Alaska

Witnesses

Ted Wu (male)  
Research Chemist  
GS-1320-12  
Subarctic Agricultural Research Unit  
Fairbanks, Alaska  
Merle T. Cole (male)  
Human Resources Specialist  
GS-0201-14  
Human Resources Division  
Beltsville, Maryland

One tactic for decreasing the impact of a woman's EEO case is to eliminate most of the Respondents. For example, the following personnel were named on the EEO complaint as participating in unlawful discrimination or retaliation, but were never even listed (let alone held accountable) for their unlawful activities and/or unethical practices:

Choice of witnesses can also "make or break" an EEO case. The investigator selected these two men, despite their lack of knowledge (and/or unwillingness to risk their own careers by becoming involved in a case against the ARS).  
The most obvious candidates to serve as witnesses would have been the other women research scientists being harassed in Alaska's ARS unit (since both had filed EEO complaints against our supervisor).

- 1) Edward Knipling (ARS Administrator)
- 2) Antoinette Betschart (ARS Associate Administrator)
- 3) Andrew Hammond (ARS Pacific West Area Director)
- 4) Dwayne Buxton (Director, Pacific West Area, retired)
- 5) Robert Matteri (Associate Director, Pacific West Area)
- 6) Molly Kretsch (ARS acting Associate Director, PWA)
- 7) James Bradley (Associate Director, Pacific West Area)
- 8) Karen Brownell (Director of Human Resources)

**You Decide:**

**Why should ARS administrative personnel ever strive for excellence when they know the agency won't hold them accountable for their unlawful and/or unethical activities?**

(Exhibit 8)