

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.winton@xxxxx.xxx
Subject: Re: Protecting the first domino...
Date: June 6, 2008 11:42:07 PM GMT-08:00
To: CKBower@cmug.com

wow! you're finding good stuff. but then they probably don't even know about these p&p's

On Fri, Jun 6, 2008 at 9:41 PM, CK B <CKBower@cmug.com> wrote:
From PP 461-5 Misconduct, Discipline, and Adverse Action:

"Managers and supervisors are required to contact the LERB to discuss the appropriate action after receiving a complaint of harassment. Managers or supervisors who fail to take appropriate action on such complaints will also be subject to disciplinary action, for failure to perform their managerial or supervisory responsibilities."

So, if the big boys let these charges stick to Alberto, then they all get knocked down with him. That's probably why they're protecting him, even in the face of overwhelming evidence against him. Maybe that's why they're rotating so many people through the Acting Assistant Area Director position... they'll all be "tainted", and the Agency can't fire them all, so they won't be able to fire the original culprits.

As for types of misconduct, the manual mentions that "Infamous or notoriously disgraceful conduct" has a penalty of removal. (I'll bet that's highly subjective.)

Also, "Refusing to provide information to authorized representatives of USDA and/or other U.S. Government agencies when called upon" has a 5-day suspension penalty. Doesn't ignoring Shirley qualify as "refusal"?