

FW: Update from Fairbanks Alaska

***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: "Cindy Bower" &lt;Cindy.Bower@ARS.USDA.GOV&gt;

Subject: FW: Update from Fairbanks Alaska

Date: Wed, May 5, 2010 5:15 pm

To: "McLellan, Don" &lt;Don.McLellan@ARS.USDA.GOV&gt;

Cc: "Hammond, Andrew" <Andrew.Hammond@ARS.USDA.GOV>,"Matteri, Robert" <Robert.Matteri@ARS.USDA.GOV>,"Whalen, Maureen" <Maureen.Whalen@ARS.USDA.GOV>,"Knipling, Edward" <Edward.Knipling@ARS.USDA.GOV>

Dr. McLellan,

I received Dr. Hammond's response, in which he appears to pass to you all responsibility for the continued abuse from my supervisor. As we are both aware, EEOC complaints require years (years!!!) to resolve. I am appalled that ARS would knowingly allow retaliation against an EEOC complainant to occur for as many years as it takes for the EEOC to handle its caseload.

It's unfortunate that Dr. Hammond's statements, while possibly reflecting <sup>3</sup>written<sup>2</sup> EEO policy, do not accurately represent the reality of ARS EEO complaints.

My request to you: Can you please reassign me to a non-discriminating supervisor who does not have a proven record of abusing female research scientists? (And just for the record, given all the factual evidence associated with this case, I should NEVER have had to ask for something that should have so obviously been provided from the beginning).

I wish I could tell prospective ARS employees that the agency follows EEO policies, but at the moment I have absolutely no evidence to support that statement as even being remotely true. Please advise me on how to proceed in such an unlawful discriminatory, retaliatory environment. Thank you.

Cindy

Cindy Bower, Ph.D.  
 USDA Agricultural Research Service  
 PO Box 757200  
 Fairbanks, AK 99775-7200  
 Phone: (907) 474-6732  
 Email: [Cindy.Bower@ars.usda.gov](mailto:Cindy.Bower@ars.usda.gov)

----- Forwarded Message

From: "Hammond, Andrew" <[Andrew.Hammond@ARS.USDA.GOV](mailto:Andrew.Hammond@ARS.USDA.GOV)>

Date: Wed, 5 May 2010 17:26:47 -0600

To: "Bower, Cindy" <[Cindy.Bower@ars.usda.gov](mailto:Cindy.Bower@ars.usda.gov)>Cc: "McLellan, Don" <[Don.McLellan@ARS.USDA.GOV](mailto:Don.McLellan@ARS.USDA.GOV)>

Subject: RE: Update from Fairbanks Alaska

Dr. Bower:

As stated in the Agency's Equal Employment Opportunity Policy Statement, discrimination of any kind will not be tolerated. However, once a formal complaint is filed, the Agency must develop a complete and impartial factual record. The EEO investigation will include a thorough review of the circumstances under which the alleged discrimination occurred, the treatment of members of the complaint's group (e.g., race, gender, age, etc.) compared

with others not in this group, and any employment policies and practices which may constitute discrimination.

At this stage, it is my understanding that a decision has not yet been issued by EEOC, which will determine what course of action the Agency will take. All such complaints are serious issues for ARS; however, we must allow the complaint process to work through all the appropriate channels to ensure a fair and impartial outcome for all parties involved. As you are aware, the EEO complaint process is managed by the Office of Outreach, Diversity and Equal Opportunity (ODEO). If you or your legal representative have questions and/or concerns regarding the status of your complaint or the EEO process in general, please contact ODEO directly.

Below is the contact information for ODEO:

Donald L. McLellan, Ph.D.

Director, Office of Outreach, Diversity, & Equal Opportunity

United States Department of Agriculture

Agricultural Research Service

1400 Independence Avenue, SW, RM. 3913

Washington, D.C. 20250-0304

Voice: (202) 720-6161/Fax: (202) 690-0088

[don.mclellan@ars.usda.gov](mailto:don.mclellan@ars.usda.gov) <<mailto:don.mclellan@ars.usda.gov>>

ANDREW C. HAMMOND

Area Director

USDA, ARS, PWA

800 Buchanan St.

Albany, CA 94710-1105

Voice: (510) 559-6060

Fax: (510) 559-5779

Cell: (510) 684-6450

E-mail: [andrew.hammond@ars.usda.gov](mailto:andrew.hammond@ars.usda.gov) <<mailto:andrew.hammond@ars.usda.gov>>

---

From: Bower, Cindy

Sent: Tuesday, May 04, 2010 1:22 PM

To: Hammond, Andrew

Cc: Matteri, Robert; Whalen, Maureen; Bradley, James; McLellan, Don;

Knipling, Edward

Subject: Update from Fairbanks Alaska

Dr. Hammond,

This email is to ensure that you are fully aware of the current situation in

ARS's Subarctic Agricultural Research Unit (SARU). I am now the only female research scientist under Dr. Pantoja's supervision. Although two women SYS are no longer with SARU, there still are three pending EEOC complaints against him, (one from every female research scientist in ARS-Alaska that he ever supervised).

The PWA's steadfast unwillingness to provide me with a workplace (and supervisor) free from unlawful discrimination and retaliation suggests disapproval of Agency EEO policies as well as disagreement with U.S. civil rights laws. If I've somehow misinterpreted PWA's actions, please feel free to provide clarification that better explains the evidence of discrimination and retaliation that I have been presenting to you since 2007.

Thank you.

—  
Cindy

Cindy Bower, Ph.D.

USDA Agricultural Research Service

PO Box 757200

Fairbanks, AK 99775-7200

Phone: (907) 474-6732

Email: [Cindy.Bower@ars.usda.gov](mailto:Cindy.Bower@ars.usda.gov)

----- End of Forwarded Message

---

**Attachments:**

<b>untitled-[2]</b>
Size: 9.5 k
Type: text/html

---