

**Subject: A Request from Alaska-ARS**

**Date:** Tuesday, February 23, 2010 1:25 PM

**From:** Cindy Bower <Cindy.Bower@ars.usda.gov>

**To:** <Edward.Knipling@ars.usda.gov>

**Cc:** <James.Bradley@ars.usda.gov>, <Dave.Love@ars.usda.gov>, <Andrew.Hammond@ars.usda.gov>, <Robert.Matterer@ars.usda.gov>, <Maureen.Whalen@ars.usda.gov>

Dr. Knipling,

Although ARS administrative personnel have been previously made aware of the discrimination, retaliation, and harassment against the women research scientists in Alaska, I am again bringing the issue to your attention. I have attached the memorandum of expectation that I sent to my supervisor, which describes some of the recent abuses.

I request that I be provided with a different supervisor, specifically one who:

- a) does not commit acts of unlawful discrimination, retaliation, and harassment against women research scientists
- b) is capable of recognizing discrimination, retaliation, and other harassing behaviors when directly witnessing them
- c) did not personally and professionally benefit through their actions (or by their silence) from the unlawful activities perpetrated against their female peers

Year after year, ARS administrators refused to provide me (and the other female research scientists) with a workplace free from unlawful discrimination, retaliation, and harassment as guaranteed by Title VII of the Civil Rights Act of 1964 (as amended in 1972 by 42 U.S.C. 2000e-16 to include federal civilian employment). This ongoing lack of supervisory accountability is part of a dark history of ARS civil rights abuses against its women employees.

"An age is called Dark not because the light fails to shine, but because people refuse to see it" - James Michener

All I'm requesting is to be assigned an ARS supervisor who follows U.S. laws. Is that really too much to ask?

Thank you for your consideration.

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

From: "Cindy Bower" <Cindy.Bower@ARS.USDA.GOV>  
Subject: Memorandum of Expectation  
Date: Tue, February 23, 2010 1:12 pm  
To: Alberto.Pantoja@ARS.USDA.GOV  
Cc: Andrew.Hammond@ARS.USDA.GOV,Robert.Matteri@ARS.USDA.GOV,Maureen.Whalen@ARS.USDA.GOV

February 23, 2010

SUBJECT: Expectation on Following U.S. Civil Rights Laws and Ceasing Your Ongoing Harassment Against Women Scientists

TO: Dr. Alberto Pantoja, Research Leader  
Agricultural Research Service  
Subarctic Agricultural Research Unit  
Fairbanks, Alaska

FROM: Dr. Cindy Bower, Research Food Technologist  
Agricultural Research Service  
Subarctic Agricultural Research Unit  
Fairbanks, Alaska

Alberto,

The purpose of this email is to provide you with the expectation to follow U.S. Civil Rights laws and to cease your ongoing harassment against me.

In recent years, you have committed numerous acts of unlawful discrimination against the women research scientists in your unit (e.g. delegating leadership opportunities only to the men, denying women equal program-building resources, allowing only temporary technicians for women, etc...). The first complaints were filed by the other women scientists starting in 2004, and I filed my first grievance in 2007. However, after filing six administrative grievances I realized that the Pacific West Area was not willing to address civil rights violations, so I filed an informal EEO complaint (with ARS), a formal EEO complaint (with USDA), and finally a complaint with EEOC in January 2009.

Now (a year later), one of Alaska's female research scientists has quit and one has been removed from your supervisory control, leaving me as the sole target of your retaliation, with no relief in sight (i.e. no EEOC Hearing scheduled). You have denied all of my meeting abstracts and travel since October 2009, which is a serious blow to my career. You recently threatened (in writing) to fail me in a critical element of my performance plan if I did not engage in what I (and most, if not all journals) consider to be unethical authorship behavior. You neglected to tell the aquaculture scientists that you'd used our research funds to purchase a vehicle for Kodiak until the vehicle had arrived (several months after its purchase) and then you denied any knowledge of the program's upcoming move to Kodiak. You also excessively complicated (whether directly or through your staff) every issue I brought to your attention (e.g. something as simple as crediting ARS for a student's science fair project), even though you are my supervisor and I am required to inform you of these matters.

Your harassing and destructive management style was astutely described by Dr. Lori Winton (EEOC # 551-2009-00076x) as "Death by 1000 cuts".

Now, I have discovered once again that you are subverting my authority (as ADODR of Specific Cooperative Agreement #58-5341-8-411). As you recall, you previously interfered with that SCA by recommending a deadline extension to