

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: CK B <ckbower@cmug.com>
Subject: **Re: Hi**
Date: July 6, 2008 8:33:13 PM GMT-08:00
To:

It sounds like you have a good plan, selling stuff off and moving on with your life. I doubt he can give you the emotional closure you seek, and I always worry about violence when one or more humans are in anger mode. In fact, becoming a victim of workplace violence has weighed heavily on me, but I'm handling it by avoiding my boss and working at home half-days. There's nothing so far to support my concern, but something nags around the edges of my mind. Probably just too much TV, but why risk it. The other women and I all went through the grievance process (individually, for different events). I personally wrote six grievances to my boss's boss, plus some other missives to well-placed administrators. The other women and I are well-read on federal employee policies, and I quote the agency's own rules and regulations back every chance I get. We're currently in the EEO process, but that's still within the agency. It'll be 6 months before the first one of us gets the case heard outside the agency (at EEOC). Apparently that's when things will start to happen for the better. In the meantime, I've got to keep pushing my career forward and just keep my head down. Except I keep feeling cocky and asserting myself, which can't help but make my boss mad, but maybe that'll push this situation into its endgame a little faster. The thought of going on like this for the next few years is intolerable. I'm pretty sure they're trying to fire me. The beauty of my plan is that my life is currently so hellish that I won't care if they do fire me. My house is paid off and I have no debt. I've been socking away money and I can probably survive (very frugally) for a year or so while I look for another job. I deserve way better in life, and I'm finally standing up for myself and demanding it. Meanwhile, the guys up here can't really do much for us, since so much happens behind the scenes, and let's face it, they've got families and can't afford to get on the boss's bad side. In a way, they're benefitting by the misfortune of the women (since we're out of contention for bonuses and career-building opportunities), but I doubt they see it that way.

I hope your job works out okay. It's inordinately difficult to get a new job at our age, and we're too young to retire. Good luck getting the closure you need. I'm really surprised by what he did. After all these years, you probably know him a lot better than I do. Nobody saw this coming. It's not your fault. Even if you blow off all the other lousy advice I've given you, remember to take care of yourself, (candles, music, hot baths, chocolate, red wine, etc...). Don't let what he did, destroy you.

Things will get better,

CKB