

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)

ARS-2008-00696

COMPLAINT OF EMPLOYMENT DISCRIMINATION

United States Office of Civil Rights Reporters Building, Room #607
Department of Agriculture Employment Complaint and Adjudication Division 300 7th Street SW Washington, DC 20024

JUL 30 2008
27845-#

1. Name (First) (MI) (Last) [] Mr. [X] Ms. CYNTHIA K BOWER
[] USDA Employee [X] USDA Applicant

2. Address PO BOX 81964 (Street) Fairbanks, AK 99708 (City)
3. Telephone Number Work () (907) 474-6732 Home () (907) 456-2543

4. Name of Agency Which You Believe Discriminated Against You Agricultural Research Service (SubArctic Agricultural Research Unit) (Office) Fairbanks AK 99775 (City) (State) (Zip)

5. Bases of discrimination on which you were counseled. The ten bases are age, race, color, national origin, religion, sex, physical or mental disability, marital status, sexual orientation, and reprisal. Be specific in your identification of bases (ie: age (55), sex (female), race (white)).

Sex (female) and Reprisal

6. Issue(s) on which You Were Counseled (Do not include issues or allegations for which you did not receive counseling. Provide, if you deem necessary, additional details on reverse side.) Be specific with exact issue and the date of the issue. (IE: Non-selection to vacancy announcement USDA-96-174, Secretary, GS-318-9 on November 1, 1997, or two day suspension for misconduct on October 29 & 30, 1997.) You do not need to elaborate on why you feel this was discriminatory, you will be given the opportunity to support your complaint during the investigative process.

Discriminatory Hiring Practices (June-Sept, 2004); Program Interference and Denied career-building opportunities (2004-2008); Loss of promotion (2007); Hostile work environment (2007-present)

7. Representative, if any (Telephone Number) (Street) (City) (State) (Zip)

8. Name of EEO Counselor Shirley Fletcher

9. Requested Corrective Action See Attachment

10. Signature Cynthia Bower Date 7 / 25 / 2008 (Month) (Day) (Year)

TO: Director, Employment Complaints and Adjudication Division, USDA Civil Rights

FROM: Cynthia Bower, Research Food Technologist, USDA Agricultural Research Service, Subarctic Agricultural Research Unit, Fairbanks, AK

DATE: July 25, 2008

SUBJECT: Formal Complaint (Informal Complainant Number: 08-40)

I received notice of my right to file a formal complaint on July 16th. My informal complaint described discriminatory events by my Research Leader, Alberto Pantoja, and other Agency personnel during my Appointment/Hire. Additionally, the RL engaged in Harassment (non-sexual) of all three women scientists, creating a hostile work environment, resulting in my loss of Promotion. I also raised the basis of Reprisal with the EEO counselor, (verifiable through an email sent 4 July 2008), so I consider that matter to have been discussed as well. The issues of this formal complaint are: discriminatory treatment by the RL in denying career-building opportunities to women; hostile environment devoid of mentoring and limited in resources for women scientists; interference with research program and technical personnel; inaccurate portrayal of my accomplishments by RL to RPES Panel resulting in loss of promotion; damage to my career and professional stature; inaction by ARS administrators, including former Pacific West Area Director Dwayne Buxton (retired), current PWA Director Andrew Hammond, PWA Associate Area Director Robert Matteri, who were well aware of the problems and failed year after year to take effective action to stop the discrimination. I have filed six grievances and numerous communiqués with ARS administrative personnel, without resolution of my concerns. The following is a list of the relief requested:

- 1.) to be immediately promoted to GS 14 (Step 6 or higher)
- 2.) to have technician's position be made permanent (GS9 promotion potential)
- 3.) to receive a Letter of Apology from Dr, Knipling
- 4.) to have the RL replaced with someone brought in from outside the Unit
- 5.) to receive compensation for Legal fees
- 6.) to receive compensatory damages for ailments and injuries caused by workplace-induced stress, and for trauma to my self-esteem
- 7.) to have the RPE System redesigned to become an objective assessment of a scientist's accomplishments, and to have the name of this secretive assault on a scientist's career be changed to acquire a less offensive acronym