

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: _____
Subject: Re: ARS wiggle words!
Date: August 7, 2008 10:49:37 PM GMT-08:00
To: ckbower@cmug.com

Oh, well I dont think they can demonstrate good faith on my grievance responses and other communiques. On one (still out there)they moved it from the correct element to the wrong one

Sent from my iPhone

On Aug 7, 2008, at 9:02 PM, CK B <ckbower@cmug.com> wrote:

On the response to my second formal grievance (sent by Hammond on July 14th), there's a nice little paragraph saying:

"In good faith, ARS has made every effort to assist you with your requests for information regarding this issue, provided timely responses to your requests, and produced resources to assist you with answering your questions regarding this issue in an attempt to resolve the issues you have presented for review."

Those are the appropriate wiggle words that they should (legally) be sending out at this point. The AgLearn module says that punitive damages "may not be awarded to the charging party if an employer can demonstrate that 'good faith' efforts were made to provide reasonable accommodation". Now I wish my rebuttal letter had made fun of their "good faith" phrase, (instead of just making fun of the ARS admin, as usual)...

Also, in answer to our question about whether they could post the required notice (stating that a specific charge of discrimination had been documented in the workplace) using tiny 8-point font, the answer is "no". "Such notices must be accessible to people with reading disabilities."
