

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: lori.xxxxxx@xxxxx.xxx
Subject: Re: FW: RE: please stop by
Date: May 13, 2008 4:51:15 PM GMT-08:00
To: ckbower@cmug.com

why isn't it a male SY that he picked on eh? cuz he never would have so blatantly undermined the authority of a male. hasn't your lab represented the shem committee enough? what about dennis and jeff, are they exempt?

can i send this to nancy or you send it? i think we should all keep communicating to help ourselves ya know?

On Tue, May 13, 2008 at 3:34 PM, ckbower@cmug.com <ckbower@cmug.com> wrote:
I stewed on this until I couldn't stand it any more. Now it's documented, so I'll never forget. Where's my box of bandaids for this freshly bleeding wound...

Original Message:

From: Bower, Cindy Cindy.Bower@ars.usda.gov
Date: Tue, 13 May 2008 17:29:07 -0600
To: Alberto.Pantoja@ARS.USDA.GOV
Subject: RE: please stop by

Alberto,

I've been thinking about our meeting today with Katie. The SHEM coordinator position seems like a good opportunity, and I appreciate that she was considered for the job. However, it definitely bothers me that you approached her first with the invitation rather than discussing this with me beforehand. After she showed enthusiasm for receiving additional safety-related duties, I was in a poor position to deny her this career-building opportunity. I have a busy laboratory schedule this summer, and her absence will negatively impact my research unless she conducts most of the SHEM duties outside of her regular hours, as overtime. I'm still supportive, if Katie wants to accept the position. However, I'm concerned that you may not recognize how your actions have served to circumvent my supervisory authority, since Katie would not refuse a request from you, (and I was only belatedly given a chance to approve or question your offer).

In any case, I've left the decision up to Katie. If she accepts, I'm confident she'll do an excellent job for you.

Cindy

From: Pantoja, Alberto

Sent: Tuesday, May 13, 2008 12:21 PM
To: Cindy Bower (Cindy.Bower@ars.usda.gov); Katie A. Hietala
(Katie.Hietala@ARS.USDA.GOV)
Subject: please stop by

Katie/Cindy

Could you please stop by my office- please come together- at
your earliest convenience?

Thanks

alberto