

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) October 13, 2008

Case Number: USDA-ARS-2008-00647
Response: Declaration Questions

This "draft" document was emailed to me prior to being submitted to USDA in support of her EEO case (and therefore does not violate subsequent confidentiality agreements)

1.
Research Plant Pathologist
GS12
United States Department of Agriculture (USDA), Agricultural Research Station (ARS),
Subarctic Agricultural Research Unit (SARU)
Matanuska-Susitna Borough
2. September 13, 1998 to present date (October 13, 2008): 10 years and one month
3. First level supervisor: Dr. Alberto Pantoja, Research Leader
Second level supervisor: Dr. Robert Matteri, Associate Pacific West Area Director (Acting)
4. Jan. 2008, First level supervisor: Dr. Alberto Pantoja, Research Leader, USDA, ARS, SARU
Second level supervisor: Dr. Andrew Hammond, Associate Pacific West Area Director
5. Yes
6. Representative: Hugh Fleischer, attorney, 310 K Street, Suite 200, Anchorage, Alaska 99501,
phone: 907-264-6635, fax: 907-264-6602
7. Prior EEO activity: 1. Dec. 16, 1999 to March 23, 2000 (Informal complaint, hostile work environment (issue resolved). 2. Informal complaint, discrimination (sex): harassment and intimidation, March 17 to September 1, 2004 (issue not resolved).
8. Dr. Pantoja was named the **RMO** in the Informal EEO (March 17- Sept. 2004, harassment and intimidation). In addition, I have complained to upper management on numerous occasions by email and other communiqués: Jeffrey Schmitt (Cooperative Resolution Program) - Nov. 19-, Dec. 11, 2007 & Jan. 4-, 7-, 16-, 17-, 18-, 24-, 2008; Dr. Dwayne Buxton (Pacific Area Director) - Dec. 18, Nov. 16, Oct. 24, Sept. 14, June 20-21, 2007 & Oct. 24, 2006; Dr. Andrew Hammond (Assistant Area Director) - July 23, 2004.
9. Dr. Alberto Pantoja is named as the person responsible for the discriminatory actions taken against me.
10. Yes, I received a Letter of Caution (dated Feb. 25, 2008) on Feb. 27, 2008 (certified mail from Dr. Pantoja) regarding an APHIS permit that was allegedly required for plant material sent in **2005** from Dr. Clarice Coyne (ARS Germplasm Unit, Pullman WA). On April 3, 2008, I responded by writing an electronic letter to Dr. Pantoja giving reasons why the Letter of Caution was not deserved (cc Dr. Hammond (Associate Area Director and Lafondra Lynch, HRD, PWA Employee Relations Specialist). I specifically requested that Dr. Pantoja provide me the date and name of the APHIS official that he spoke with regarding the shipment of leaf material in 2005. I requested that Dr. Pantoja respond to my letter and that the Letter of Caution be removed from my file. I did not receive a response from Dr. Pantoja or Dr. Hammond.

Jeff Schmitt was informed about the discrimination complaints from every women scientist in Alaska, yet his visit did not decrease the incidence of harassment, discrimination, and retaliation by Alberto Pantoja against the women.