

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)

Debacles

Harassment through Denial of Legitimate Administrative Leave

On June 7th 2010, I was challenged by Juli Philibert (Dr. Pantoja's secretary) to explain my use of "Administrative Leave" on June 2nd for supervising the packing and shipping of my household goods (relating to my Kodiak relocation). I responded that I was required to be at my Fairbanks house watching the movers pack and load my household goods. It was my interpretation that the "not for packing and unpacking" message from Ms. Philibert referred to personal packing and unpacking and did not cover official handing of my household goods, since the movers were required to pack between 08:00 and 5:00 on a weekday, and I was required to be present while they were packing. My admin time was eventually approved for June 2nd (packing of household goods). On June 9th, Janis Contento indicated that she was "asking PWA/HQ for clarification" concerning the use of admin time. On June 10th, Ms. Contento noted that, "Depending on what the ruling is from HQ, we may need to do a corrected T&A Card". On June 18th, Ms. Contento forwarded information from PWA, containing the phrase (highlighted in yellow): "Packing and unpacking is not covered". I was informed by Ms. Contento that I should update my T&A as appropriate. On June 18th, in response to her email I changed my June 10th Admin Leave to Annual Leave, with the following remarks: "I am changing this admin leave to annual leave. I fully recognize that I am being bullied through the willful misinterpretation of PP 402.4". I also sent an email to Dr. Hammond explaining that the yellow-highlighted information concerning packing and unpacking had been taken out of context from P&P 402.4 (Administrative Leave and Excused Absence). On June 21st, I was allowed to correct my timesheet back to admin leave.

Time Lost - (while I performed their job by researching the question of administrative time and providing them with the correct information)

Stress Incurred – (the situation felt like harassment, since the answer was obvious, but they were unwilling to look into the topic or even admit they were wrong after I sent them the applicable regulations)