

Subject: Civil Rights Information, please

Date: Friday, February 12, 2010 11:20 AM

From: Bower, Cindy <Cindy.Bower@ars.usda.gov>

To: "Scardina, Charmaine" <Charmaine.Scardina@ARS.USDA.GOV>

Cc: "Whalen, Maureen" <Maureen.Whalen@ARS.USDA.GOV>

Charmaine Scardina
USDA/ARS/PWA
800 Buchanan Street
Room 2034
Albany, CA 94710

Charmaine,

You are listed as the Program Manager for the Pacific West Area Outreach Diversity and Equal Opportunity (ODEO) office. I have a Civil Rights question regarding the recent Program Adjustment Decision Item (PADI) that will result in my laboratory's relocation to Kodiak Island, Alaska.

According to P&P 100.2-ARS (Organizational Management Policy), the ARS Civil Rights Staff, (Office of the Administrator) must review and evaluate civil rights impact of organizational change proposals (such as the PADI that will direct my program to a distant, isolated location).

My supervisor refused to allow me access to the actual PADI document. Could you please provide me with the name of the ARS Civil Rights staff member who reviewed and approved the PADI?

The PADI (as described to me) appears to violate the required condition to "Protect workforce diversity gains and avoid unfavorable civil rights impact". It is well known that all three of the women Category-1 research scientists in Alaska filed EEOC discrimination complaints against the Agency. Eventually one woman quit her job to escape the hostile work environment, and ARS transferred supervision of another woman to a different research leader. I am now SARU's "last woman scientist standing", and a PADI that transfers me to an isolated location with inadequate facilities, distant from a university environment and where skilled technical help is difficult to obtain, (yet leaves me under the supervision of the same abusive research leader!) would constitute an act of seriously unlawful retaliation.

I would appreciate your assistance in tracking down the name and contact information of the ARS Civil Rights person who reviewed and approved the PADI, so that this error can be corrected in a timely manner. Thank you.

Cindy

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