

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)

Subject: Program transfer to Kodiak

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Dr. Andrew Hammond
Area Director
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Dr. Hammond,

I met with my supervisor, Dr. Alberto Pantoja, concerning the upcoming transfer of my research program to Kodiak. However, he refused to allow me access to the actual PADI document and suggested that I contact you. Could you please send me a copy? Thanks.

Of note, transferring ARS equipment and personnel to Kodiak appears to violate P&P 100.2-ARS (Organizational Management Policy), since it does not "Maintain or improve mission and program accomplishment and/or reduce overhead expenses". In fact, program costs will increase as personnel and supplies are flown in to the island and continuing disruption to research occurs.

Relocation to Kodiak also raises the issue of unlawful retaliation against me. 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 the only female scientist in the Subarctic Agricultural Research Unit. Clearly, 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'm sorry to be bringing this to your attention. I look forward to receiving a copy of the PADI that describes my program's transfer to Kodiak in more detail. Thank you.

Cindy

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