

From: "Syrilyn Tong (ST)" <fnsat1@uaf.edu>
Subject: Re: Workplace Violence seminar
Date: Fri, September 19, 2008 6:00 pm
To: bower@sfos.uaf.edu

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)

Sounds good - I'll see you here.

bower@sfos.uaf.edu wrote:

> Thanks! How does next Tuesday at 10:00am sound? If we just come on down to
> the station across from the Woods Center, will we be able to find you?

>

> I really appreciate this. See you next week?

>

> Cindy

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>> And I just thought it was after lunch blahs! Yes, let's talk and maybe I
>> can offer some suggestions. I work Tues-Fri, 8:00AM-6:00 PM, and most of
>> my week is free, so let's pick a day and time and go from there.

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>> bower@sfos.uaf.edu wrote:

>>

>>> Hi,

>>> Thanks for presenting the workplace violence seminar to our USDA ARS
>>> group this afternoon. It was excellent. It was also very timely. There
>>> are two of us who would like to discuss this topic with you further.

>>> Would it be possible for us to stop by your office next week for 20 or
>>> 30 minutes? We are seriously seeking a professional opinion on a
>>> situation that may have started benignly, but escalated. Perhaps you
>>> noticed the general silence and diminished interaction from our group.

>>> The three women scientists in our unit have each filed grievances,
>>> informal EEO complaints, and now formal EEO complaints against our
>>> supervisor, but the agency policies are designed to take years
>>> (Years!!) to reach resolution and we are worried now.

>>>

>>> I hope you'll be available to give us some perspective on this
>>> situation.

>>> We're available Tuesdays and Thursdays, but clearly we will work to
>>> accommodate your schedule. As federal employees, we do not want to give
>>> the impression that we are bringing a criminal matter to the police.

>>> We're

>>> just interested in following up on today's discussion without the rest
>>> of

>>> our group present.

>>>

>>> We look forward to meeting with you next week, if that's convenient for
>>> you.

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>>> Cindy Bower

>>> and

>>> Lori Winton

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Workplace Violence Training

- Workplace violence is on the rise, even at UAF
- It can take many forms, but it is categorized as coming from **internal** or **external** sources

Internal Sources (fellow employees, supervisors, recently terminated or disciplined employees, etc):

1. Non-criminal warning signs, which can lead to further violence
 - a. Veiled threats
 - b. Statements referencing guns, killing or harming people or specific persons
 - c. Substance abuse problems (alcohol and/or drugs)
 - d. Decrease in personal hygiene
 - e. Change in behavior or mood, or sudden swings in mood
 - f. Tardiness to work, in assignments or the quality of work decreases
2. Harassment: **Insulting, taunting or challenging another in a manner likely to provoke an immediate, violent response**
3. Disorderly Conduct: **Challenges someone to fight, or does fight**
4. Assault: **Not only physical assault, but by words or conduct recklessly causing fear of imminent physical injury**

What to do????

- If you can talk to them, talk to them; find out what's bothering them
- Let their supervisor know
- SUPERVISORS: Talk, discipline, find out options from HR/Police and **DOCUMENT/DOCUMENT/DOCUMENT** the incident!
- Call the police for any of the criminal activities noted above

External Sources (significant others, stalkers, total strangers)

1. Non-criminal issues: (strange or transient people loitering around)
2. Stalking: **Repeated acts of non-consensual contact which recklessly places the victim (or victim's family) in fear of death or physical injury.** The victim/stalker do not have to have been in any sort of dating relationship
3. Domestic Violence situations: **The victim and perpetrator had to have been in some sort of dating, courtship or spousal relationship (past or present)** and a crime against a person has been committed (assault, stalking, kidnapping, and sexual assaults are the most common). The "DV" status just adds extra bail, sentencing time, etc to a crime definition. **You can still have harassment, arson, vandalism to a car, etc, that are crimes without having the "DV" indicator**

What to do????

- If you feel comfortable talking with a person who looks out of place, ask if you can assist them
- Call the police for any of the other situations listed above

POLICE EMERGENCIES: 911
POLICE NON-EMERGENCY or SAFETY ESCORTS: 474-7721
Questions? Call LT. TONG: 474-5899