

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: FW: CARE Review
From: "Bower, Cindy" <Cindy.Bower@ARS.USDA.GOV>
Date: Mon, 5 May 2008 09:59:00 -0600
To: <bower@sfos.uaf.edu>

-----Original Message-----

From: Contento, Janis
Sent: Monday, May 05, 2008 7:55 AM
To: Bower, Cindy
Subject: RE: CARE Review

Happy Monday Cindy,

No one sees the interviews except the on-site CARE Team...so no-one, including Alberto, will see any of the interviews. It would defeat the purpose of the interviews if the person being interviewed couldn't be honest.

The Team discusses the interviews behind closed doors and that room is locked at all times. The responses are kept in folders, secured. They are kept very confidential.

Once the Team is finished with the responses they are destroyed.

jc

-----Original Message-----

From: Bower, Cindy
Sent: Sunday, May 04, 2008 6:29 PM
To: Contento, Janis
Subject: RE: CARE Review

Janis,

Thanks for the CARE questions. Can you please clarify exactly what happens to the specific information that I'll be providing for their report? I'm seeking written reassurance that Alberto will not be allowed to see how I respond. I'm still very concerned about his ability to affect my career "behind the scenes". Thanks for whatever information you can give me.

Cindy

-----Original Message-----

From: Contento, Janis
Sent: Sat 5/3/2008 2:20 PM
To: Bower, Cindy
Subject: FW: CARE Review

Hi Cindy,

I typed in Cynthia instead of Cindy and this message rebounded.so corrected by group listing. Hope you're having a great weekend! See you on Monday! jc

At least four of Alaska's ARS employees informed the CARE Team about Civil Rights violations being perpetrated against the women research scientists in the unit; however, the reported EEO abuses would not survive unless the CARE Team incorporated the information into their final report.

From: Contento, Janis
Sent: Saturday, May 03, 2008 12:16 PM
To: 'Armstrong, Raquel'; 'Bechtel, Peter (Bechtel@sfos.uaf.edu)';
'Bower, Cynthia'; Brown, Kathy; Carr, Erin; Conn, Jeff; DeBoer,
Veronica; Defoliart, Linda; Emmert, Susan; Fielding, Dennis; Hagerty,
Aaron; Hall, Dan; Hietala, Katie; Horrell, Jonathan; Kuhl, Joseph;
Lillard, Stephen; Pantoja, Alberto; Philibert, Juli; Robertson, Nancy;
Seefeldt, Steven; Werdin, Nancy; Winton, Lori; Wu, Ted
Subject: CARE Review

Greetings,

Attached are the personal interview questions that will be used during
the CARE "confidential" interviews.

I will email you your date/time/location of your personal interview in
the next couple of days.

For the ones that will be out-of-town, please fill-out the attached and
return to me in a sealed envelop.I'll pass your response on to the CARE
Team.

Any questions please let me know. Thanks!

Note New Email Address: janis.contento@ars.usda.gov

jc

Janis Contento

Administrative Officer

USDA - Agricultural Research Service

Subarctic Agricultural Research Unit

360 O'Neill Bldg, UAF

Fairbanks, AK 99775

(907) 474-6516 (907) 474-6521 fax

"The most important ingredient we put into any relationship is not what
we say or what we do, but what and who we are." Stephen Covey