

SWORN STATEMENT

For use of this form, see AR 190-45; the proponent agency is PMG.

PRIVACY ACT STATEMENT

AUTHORITY: Title 10, USC Section 301; Title 5, USC Section 2951; E.O. 9397 Social Security Number (SSN).

PRINCIPAL PURPOSE: To document potential criminal activity involving the U.S. Army, and to allow Army officials to maintain discipline, law and order through investigation of complaints and incidents.

ROUTINE USES: Information provided may be further disclosed to federal, state, local, and foreign government law enforcement agencies, prosecutors, courts, child protective services, victims, witnesses, the Department of Veterans Affairs, and the Office of Personnel Management. Information provided may be used for determinations regarding judicial or non-judicial punishment, other administrative disciplinary actions, security clearances, recruitment, retention, placement, and other personnel actions.

DISCLOSURE: Disclosure of your SSN and other information is voluntary.

1. LOCATION <i>Ft. Leavenworth, KS</i>	2. DATE (YYYYMMDD) <i>2010 04 14</i>	3. TIME <i>19:09</i>	4. FILE NUMBER
5. LAST NAME FIRST NAME MIDDLE NAME (b)(6)	6. SSN (b)(6)	7. GRADE/STATUS (b)(6)	

I, _____ (b)(6), _____ (b)(6), _____ (b)(6)

I, _____ (b)(6), _____, WANT TO MAKE THE FOLLOWING STATEMENT UNDER OATH:

10. EXHIBIT <i>G</i>	11. INITIAL: (b)(6)	STATEMENT	PAGE 1 OF <i>7</i> PAGES
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ADDITIONAL PAGES MUST CONTAIN THE HEADING "STATEMENT OF _____ DATED _____"

THE BOTTOM OF EACH ADDITIONAL PAGE MUST BEAR THE INITIALS OF THE PERSON MAKING THE STATEMENT, AND PAGE NUMBER MUST BE INDICATED.

STATEMENT OF _____ TAKEN AT _____ DATED _____

9. STATEMENT (Continued)

AFFIDAVIT

I, _____ (b)(6), HAVE READ OR HAVE HAD READ TO ME THIS STATEMENT WHICH BEGINS ON PAGE _____ FULLY UNDERSTAND THE CONTENTS OF THE ENTIRE STATEMENT MADE BY ME. THE STATEMENT IS TRUE. I HAVE INITIALED ALL CORRECTIONS AND HAVE INITIALED THE BOTTOM OF EACH PAGE CONTAINING THE STATEMENT. I HAVE MADE THIS STATEMENT FREELY WITHOUT HOPE OF BENEFIT OR REWARD, WITHOUT THREAT OF PUNISHMENT, AND WITHOUT COERCION, UNLAWFUL INFLUENCE

_____, (b)(6) _____
(Statement)

WITNESSES:

Subscribed and sworn to before me, a person authorized by law to administer oaths, this 14th day of Apr, 2010 at FLKS

_____, (b)(6) _____
(Administering Oath)

ORGANIZATION OR ADDRESS

(Typed Name of Person Administering Oath)

ORGANIZATION OR ADDRESS

(Authority To Administer Oaths)

INITIALS OF PERSON MADE STATEMENT _____
(b)(6)

FOR OFFICIAL USE ONLY PAGES

Statement of (b)(6), (b)(3) taken at Leavenworth, KS, on 14 April, 2010

I, (b)(6), (b)(3) want to make the following Statement under Oath:

My official involvement with what is now known as the Human Terrain System began in (b)(6) met (b)(6) (b)(6) at a conference in San Antonio, TX. Upon learning of my background she asked me to participate in a project then identified as "Cultural Preparation of the Environment/CPE." Until 2006, I worked on the project CPE with (b)(6) (b)(6) continued to be the lead social science advisor until the project management was given to (b)(3), (b)(6)

Because of my military background, and field experience in high-risk environments, I was asked to be the (b)(6), (b)(3) Human Terrain Team to deploy to Afghanistan, (b)(2) High, (b)(3), (b)(6)

Upon my return and due to the success of (b)(2) High, (b)(3), (b)(6) was asked to be the (b)(3), (b)(6) (b)(3), (b)(6) at Ft Leavenworth. It should be noted that I was appointed (b)(3), (b)(6) from the (b)(2) High, (b)(3), (b)(6) during and after my deployment. My role at Ft. Leavenworth was as an (b)(3), (b)(6)

During the year following my deployment I quickly noted the unhealthy atmosphere surrounding HTS in Building 48. The small staff was overwhelmed with the lack of coordination and direction from the (b)(3), (b)(6) When (b)(3) returned (b)(6), (b)(3) did a thorough debrief on "lessons learned" in the presence of Maxie McFarland and HTS management. We provided recommendations for further improvement on training, personnel selection, instructor qualifications and most importantly what a successful HTT should do and how they should do it. Our recommendations were never implemented. It was quickly apparent HTS had no true leadership or clear mission. Teams were hurriedly deployed to Iraq and subsequently without exception failed either as a team or in the quality of product delivered. This atmosphere was reflected in the staff's struggles in dealing with the continuous deluge of unqualified students and severe personnel issues manifesting at Leavenworth and OCONUS. As a default setting HTS established as an SOP; poorly delivered, insufficient training, loss of institutional knowledge, low staff and student morale and worst of all an attitude of "quantity over quality." This gross lack of leadership and oversight sowed the seeds for the chaos and malfeasance to come.

The true unraveling of HTS began with the resignation of the (b)(6), (b)(3) Maxie McFarland appointed (b)(6) as his replacement and at the same time two recent (b)(6) were moved into (b)(6) respectively, (b)(6) This appointment of two, unqualified and inexperienced (in regards to the social science and understanding of the overall goals of the project) personnel was baffling. Both (b)(6) had just joined the program and were promoted above

qualified and long term staff such as (b)(6)
and (b)(6) who at that time was an (b)(6)

(b)(6) was a poor choice as (b)(6) for the struggling HTS project. He screamed at students, and staff and called them names. (Please ask (b)(6) (b)(6) who witnessed such an outburst during a Weston Resolve AAR). He created an even more combative environment with his confrontational and aggressive demeanor. My own experience with sexual harassment and gender discrimination began with (b)(6) To my knowledge over half a dozen IG complaints were lodged during (b)(6) time at HTS.

First Incident

During (b)(6) short tenure as (b)(6) it became apparent to me my position at HTS was tenuous. Prior to (b)(6) appearance at HTS I was working for several months with (b)(2)High, (b)(3), (b)(6) to establish a Strategic Academic Partnership. This was known and approved by (b)(3), (b)(6) (b)(3), (b)(6) The goal was to bring in a tier one institution to assist HTS on its much needed curriculum re-design and bring back the required academic rigor for a social science focused project.

While working very closely with (b)(6) was awarded an \$8 million dollar contract. The day after the meeting at Oyster Point to finalize the agreement, I learned upon entering (b)(6) office, I was no longer the lead government person on the (b)(2)High, (b)(6) contract but that it was given to (b)(6) who at the time was still (b)(6) This made no sense. I had extensive experience in the social sciences, the HTS institutional knowledge and had created the (b)(6) partnership, only to have it given to a man with no knowledge or experience with the Scope of Work or how it was to be implemented (b)(2)High, (b)(6) prime to (b)(6) found itself with its (b)(6) subordinate to one of its own sub-contractors. Only after a year, and an established pattern did I realize that positions of responsibility would be given only to white, male retired colonels and preferably (b)(6) employees. It did not matter if the individual involved had any social science training or HTS experience.

With (b)(6) convoluted relationship as a contractor, who did not have the legal authority to implement the (b)(6), (b)(2)High, (b)(6), (b)(2)High, (b)(6) initiative quickly fell into disrepair. Subsequently during the same time frame, (b)(6) convinced (b)(3), (b)(6) (b)(3), (b)(6) that I should not be (b)(6) and that he should be (b)(6) (Please refer to (b)(3), (b)(6) email "UCF to NPX") As one can see that (b)(3), (b)(6) had every intention of continuing my (b)(6) until (b)(6) interference in the process. (b)(6) told me that (b)(6) was directly responsible for convincing (b)(3), (b)(6) in his decision to discontinue my status as (b)(6) . This had exceptional, adverse consequences for me professionally and personally. My ability to represent the HTS program and interact within the joint forces, other government entities and as a neutral academic was stifled. I reverted to contractor status and my responsibilities were cut to teaching one class. I then became a (b)(6)

(b)(6) and as my tenure as the government contract lead abruptly stopped, made for an uncomfortable position for me in regards to (b)(2)High, (b)(6) There was never any reason or cause given. I was even cut off from the internal email information chain within HTS.

Gender Discrimination and Sexual Harassment Incidents

With (b)(6) the hostility to women, minorities and whomever else did not fit into the (b)(3), (b)(6) Model": white, male, retired colonel, and "friend of (b)(6)", were pushed out of positions of responsibility. Several egregious incidents involved (b)(6) for (b)(2)High, (b)(6) a highly esteemed academic was much berated by (b)(6) was (b)(6) of the current course of instruction. (b)(6) complained loudly in front of other staff members, including (b)(6) that (b)(6) was "getting in his way, and telling him what to do." I personally witnessed this on several occasions and confronted (b)(6) as to the source of his complaints. No satisfactory answer was given other than "He didn't like being told what to do." I have served with (b)(6) and know him fairly well, but I could see no grounds for his accusations other than he was being held to academic standards he was not qualified to refute. Without any investigation as to the truth of (b)(6) complaints, (b)(6) summarily dismissed (b)(6) from HTS. (b)(6) also berated (b)(6) based on (b)(6) opinion to me and other staff members. This left (b)(6) with no qualified (b)(6) and the curriculum re-design efforts were left in disarray.

(b)(6) also was involved in the dismissal of (b)(6). During the development of the Iraqi Immersion Course, (b)(6) and (b)(6) had warned (b)(6) numerous times that (b)(6) selection of instructors were not qualified. Their concerns fell on deaf ears. When the instructors were tested and failed, (b)(6), not only continued to act as the lead for this effort but also was given further responsibilities. While (b)(6) was marginalized and harassed by threats of "investigations and false accusations" by other staff members, it became increasingly apparent, if you were female and "made waves" your job would be terminated. Despite numerous complaints, this hostile work environment became de rigor. Even other male staff noticed this and would often remark on the targeted hostility towards women. (b)(6), a well-liked and respected seminar leader and I had a long discussion about this. He stated he could not believe how some of his colleagues, especially (b)(6) behaved.

All the women, especially myself, (b)(6) learned we would become the target of reprisal if we "stepped out of line". As time went by the three of us watched as "Friends of (b)(6), (b)(6) (b)(6) were given greater responsibilities despite either poor performance or lack of expertise. I was told repeatedly by (b)(6) "to stay out of sight" and "not do anything that would bring attention to myself."

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One of the most personally humiliating experiences I suffered at the hands of (b)(6) (b)(6) was concerning a scheduled brief (b)(6) were to give to the (b)(6) Marine Corps Intelligence Agency Command. (b)(6) of (b)(6) had invited us months before to come to Quantico to talk about our experiences. I notified (b)(6) (b)(6) who was excited about the idea and even asked if he could join us. (Please refer to email "MCIA Visit"). The day BEFORE we were to depart from Quantico I received an email from (b)(6) (Please see email "MCIA Meeting"), learning that our trip to Quantico had been cancelled. This of course left (b)(6) personally and professionally embarrassed in front of her command and peers. (Please see email "Email to (b)(6) ") I could not believe (b)(6) could mislead HTS management in the way he did in this email. I too was professionally and personally humiliated. I felt that I had gone through all the proper channels- (b)(6) knew of the event and its purpose and so did (b)(6) did not know at the time that his email was included in (b)(6) email. When I confronted (b)(6) (b)(6) with this obvious conflict between what he said to me with his denial to management, his reaction was to yell at me, and I quote "told me to keep my head down from now on."

(b)(6) denial both verbally and in this email hurt my reputation and left a mark on me that hampered my ability to further interact with a reputation of integrity within HTS. It became widely known within the staff that "I had tried to pull a fast one." I do not know who the source of this rumor was. From this point on (b)(6) continued to undermine me by saying and agreeing one thing to my face only for me to find out later he would deny his conversations with me to management. This incident was to mark the beginning of the end of my participation with HTS. I had been extremely embarrassed professionally and to add insult to injury found myself fired from my job as (b)(6)

The (b)(6) was an extension of the efforts to re-design the Introduction to Anthropology class. (Please refer to email: Revised Agenda) The email clearly shows that HTS/GTRI management had been notified and was aware this event was taking place. The problem rested with (b)(6). At this time she clearly had the running of the HTS program. Her personal relationship with (b)(3), (b)(6) provided her with the influence to run the project as she saw fit. Upon her return from an overseas trip, she claimed she had no knowledge of our efforts and demanded from (b)(3), (b)(6) and (b)(6) that "I be fired from HTS for insubordination." I was promptly called into a meeting with (b)(6) and (b)(6) (b)(6) chastised me for "insubordination" and that "I should never do such a thing again." I sat flabbergasted and in silence. I could not believe what I was hearing. It was an Orwellian moment. I was told that " (b)(6) had it out for me and I was not to cross her path." I was then informed that I was "to stay out of her sight." In complete disgust I held out my hand like a child to be punished, where (b)(6) promptly slapped me so hard it left a dark bruise on my hand.

This open and implied hostility towards me and the other female staff members became unbearable. We were all afraid of being fired for the least infraction whether

real or constructed. Within HTS itself, there was a collective resignation to the fact that issues or complaints regardless of how severe would go unpunished or unheeded. Despite the numerous IG complaints nothing seemed to relieve the extremely dysfunctional cloud that permeated the entire project.

One of the worst misogynists I have ever encountered in my career was (b)(6) (b)(6). I am a (b)(6) and have met with sexual and racial discrimination but never to the extent as displayed by (b)(6). He acted with impunity. Upon one of our first meetings he made a sexual innuendo to me. He was much more explicit with female students. I heard dozens of complaints from the women in training. One woman upon giving (b)(6) a good -bye hug and peck on the cheek received the comment "How about a little tongue with that next time." In a separate incident, (b)(6) was unaware of my presence in the next room (the walls in the Landing permit conversations to float back and forth) I heard him remark to someone " (b)(6) was a hitch with an attitude."

The final incident that effectively ended my (b)(6) association with HTS began with an arranged meeting between (b)(6) of UCF. The goal of the meeting was to discuss integrating team performance training into the curriculum re-design. From student de-briefs and reports from the field the issue of Human Terrain Team dynamics was paramount. The meeting lasted an hour, was cordial, whereupon (b)(6) left to return to Orlando. Several days later, during a visit by the (b)(6), I was informed and I quote, "banished from the Landing." Astounded I asked why and was told that (b)(6) had banished me and I was "not to show my face again at the Landing." To this day I have no idea what (b)(6) said to (b)(6) in regards to this meeting but nothing out of the ordinary every happened. We talked and (b)(6) left. When I tried to confront (b)(6) he avoided me. To this day I have no idea what I did to be "banished from the Landing." (b)(6) refused to explain further. When discussing this with (b)(6) she was a surprised as I was since she too thought the meeting was uneventful.

In December 2009, after almost (b)(6) of service to HTS I left Leavenworth. HTS management upon my departure, said not one word to me.

END OF STATEMENT