

I, (b)(6) am submitting this formal complaint against (b)(6) and (b)(6), (b)(3) for creating a hostile working environment against me.

BACKGROUND

On 24 JAN 2010, one of my (b)(2)Low, (b)(3), (b)(6) team mates, (b)(6), (b)(3) (b)(3), (b)(6) was kidnapped after he left (b)(2)High, (b)(3), (b)(6) to enter the red zone unaccompanied and without authorization. He had lied to us, his team mates, saying that he was going to meet with professional contacts in the International Zone for work purposes. Instead, he (b)(3), (b)(6) My team was investigated by the brigade to which we were attached (b)(3), (b)(6) At no time did anyone in HTS leadership call or email us to express regret, concern, or condolences over (b)(6), (b)(6) kidnapping. Instead, we were immediately treated with disdain and threats of being fired. HTS also opened an internal investigation, however, we were never officially told of the investigation, who the investigating officer was, or even rights concerning the investigation. The acting (b)(6) (b)(6) were accused of perjury on 13 FEB 2010 and terminated effective immediately without due process.

Although I was not personally accused of anything, the (b)(6), (b)(3) (b)(3), (b)(6) shared with (b)(6), (b)(3) that (b)(6) (b)(6) and others in his office felt that I was also in some way responsible for the kidnapping and had made contradictory statements. I found this strange as I had only provided HTS one written statement through (b)(6), (b)(3), (b)(2)High In any case, I was informed by email that (b)(6), (b)(3) had transferred me from (b)(2)High, (b)(3), (b)(6) with just a week to prepare. This was done without coordinating with the brigade. My transfer, along with (b)(6), (b)(3) terminations brought (b)(2)High, (b)(3), (b)(6) staffing to only two persons: (b)(6), (b)(3) (b)(6), (b)(3)

After a heated argument with (b)(6), (b)(3) in which I pointed out some blatantly racist behavior and he attempted to counsel me for it, I went on leave to the US. Since it was clear to me that HTS did not care for my personal well-being and for the projects I had to abandon due to the short notice of my transfer, the accusatory atmosphere, along with continued pay problems, I was not sure I would return. I was very open with HTS Operations and (b)(6) about my concerns and need for time to decide whether I would return or not. I was stressed and apprehensive about returning based on my previous ill-treatment and how fast false ugly rumors spread in this program.

I was also apprehensive because of one of the team member on my new team, (b)(6) (b)(3), (b)(6) I know him personally as we were in the same class and training cycle last year in Fort Leavenworth for HTS training. He and others in the class were known for spreading rumors and trying to get people fired often on baseless accusations. (b)(6) and a few classmates were involved in creating and spreading nasty lies about me: that I was a whore sleeping with all manner of men. I filed a complaint in (b)(3), (b)(6) against him with our employer, (b)(3), (b)(6) and HTS. However, I was persuaded to drop the matter. I made a conscious decision to put the incident behind me and worked to build positive, even friendly relationships, with those involved – including (b)(6) I did this despite the fact that (b)(6) was well known for sexist and racist remarks he would make especially after consuming alcohol. Specifically, he believes that blacks and women rarely make good leaders, women should not be in war zones or combat as soldiers or civilians, and that interracial relationships between whites and blacks are just plain wrong. I chose to overlook that and believe that our work relationship was professional if not positive throughout training and for a time when I first arrived in (b)(3), (b)(6), (b)(2)High

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Given all of the above, it is little wonder that it took me nearly a month to commit to returning to HTS. I wanted to reclaim reputation as a diligent capable worker and finish my year with HTS. I had two positive conversations, one with HTS operations, and another with (b)(6) that lead me to believe that I would be allowed to start with a clean slate. Thus, I arrived at (b)(2)High, (b)(3), (b)(6) under a cloud of negativity that I was hoping to disperse.

COMPLAINT

(b)(6) . He was previously the (b)(3), (b)(6), (b)(2)High
(b)(3), (b)(6) At that time, (b)(6) was reassigned to (b)(2)High, (b)(3), (b)(6) as a (b)(2)High, (b)(6)
(b)(6) In his new position, he assumed supervisory control over several HTTs including
(b)(6), (b)(2)High continuously abused the authority and influence inherent in his position to create and foster a hostile environment.

(b)(6), (b)(3), (b)(2)High
(b)(3), (b)(6) until now. He and (b)(6) act like close friends despite the obvious difference in grade, position, authority, and level of responsibility.

Since (date), I have personally experienced or witnessed the following:

1. (b)(6) showing open favoritism and cronyism to (b)(6), (b)(2)High, (b)(3)
 - a. (b)(6), (b)(3) was physically absent from work for on (b)(6) (b)(6) was aware of his absences between (b)(6) as he was visiting (b)(2)High, (b)(3), (b)(6) ostensibly to pick up the remainder of his belongings, provide accountability for his weapon, and meet with the team and perhaps key personnel at brigade. (b)(6), (b)(3) timesheets were approved despite his non-presence at work. He is also allowed to play video games and remote control cars in/around the office during work hours. Although I completely understand the need for breaks and "breathers" during the day due to our long work hours and difficult working conditions, but the laxity provided to (b)(6), (b)(3) is excessive especially as this is not afforded to myself or other members of the team.
 - b. (b)(6) allows (b)(6), (b)(3) to communicate in person, by phone, via email and Skype negative reports about the performance of (b)(6), (b)(2)High team members, including myself, on an almost daily basis. These reports are sent directly to (b)(6), (b)(3) bypassing the current (b)(2)High, (b)(3), (b)(6) (b)(6) never asks team members about the accusations in the reports, he just demands corrections based on what (b)(6) tells him. More than once during his visit, (b)(6) has told me how he expects me to correct certain deficiencies/misdeeds that I never engaged in. The information was skewed and biased in favor of (b)(6), (b)(3) (b)(6) . When I pointed this out to (b)(6), (b)(3) he insisted that I needed to change and that it would help if I would just "hang out with" (b)(6), (b)(3) and perhaps "grab a beer" because "he is a great guy". In other words, being on favorable terms with (b)(6), (b)(3) would prevent unfounded negative reports against me.
 - c. In one instance, (b)(6), (b)(3) told (b)(6) that I denied (b)(6) (b)(6) an opportunity to participate in brigade meetings and, thereby, increase their visibility and productivity. (b)(6), (b)(3) said that I had undone "6 to 7 months of trying to get these guys to work." However, the two Human Terrain Analysts had not been invited to the meeting, only (b)(6), (b)(3) who coordinated with the (b)(3), (b)(6) (b)(6) for me to go as well. The analysts had verbally stated their unwillingness to go. (b)(6), (b)(3) did not coordinate with (b)(6), (b)(3) or with (b)(6) for them to attend. Instead, when

(b)(6), (b)(3) and I announced we were leaving for the meeting, (b)(6), (b)(3) ordered them to go with us. Once outside the office, I voiced my disapproval to (b)(6), (b)(3) and asked the analysts if they wanted to go and they said no. (b)(6), (b)(3) told them to return to the office which they did. Apparently, when they returned to the office, (b)(6), (b)(3) became livid. He never approached me concerning this and I was unaware that he was offended or perceived me as being in the wrong. Instead he gave me the silent treatment.

On the evening of (b)(3), (b)(6) during his visit to (b)(6), (b)(2) High repeated to me what (b)(6), (b)(3) had told him. He told me that more needed to be done to engage the analysts and get them to work. I agreed, but added that it has to be done carefully given that they have been trained by previous leadership not to work effectively. I also said that it was unfair to hold me for deficiencies that I could not possibly have created in my two weeks at the site. I tried to explain what really happened and how (b)(6), (b)(3) was using his personal relationship with (b)(6) to undermine myself and others and set himself up as team leader or "co-team leader". Instead of taking measures to clarify matters with (b)(6), (b)(3) directly, (b)(6) told me that I needed to "get to know him better" because "he is not a follower; but he is a facilitator". It was clear to me that (b)(6) was not going to require (b)(6), (b)(3) to do the work for which he was hired or to limit the backdoor reporting. (b)(6) would accept the negative picture that (b)(6), (b)(3) painted of me without allowing me to have my say. This only underscored the fact that I do not have a favored status with (b)(6) and that there are benefits for those who do.

- d. (b)(6) has also related privileged information to (b)(6), (b)(3) and not the rest of the team which further highlights (b)(6) cronyism. The result of this is that I have been set up for failure in my attempt to integrate into High, (b)(3). Specifically, (b)(6) decided in a meeting with (b)(6) that he (b)(6) would make me team lead after (b)(6) departure at the end of (b)(3), (b)(6) 2010. He decided this despite seemingly grooming (b)(6) for the team's leadership and despite the fact there are (b)(6), (b)(3) social scientists) with higher grade and position than (b)(3), (b)(6)

(b)(6) never told me that I was to be (b)(6) and I was completely unaware and would never have thought it possible given my race, gender, and the dark cloud surrounding me described above. However, (b)(6) did communicate to (b)(6), (b)(3) on (b)(3), (b)(6) that I was to be (b)(6), (b)(3) was extremely displeased and did not attempt to hide his contempt when he returned to the office. After confirming the information with (b)(6) privately in the office, (b)(6), (b)(3) exclaimed, "un-fucking-believable". He immediately packed up his things and stormed out of the office around 1300. He did not return to the office that day or the next. In his displeasure, (b)(6), (b)(3) convinced the other analysts that I had been jockeying for the position and had managed to trump him.

(b)(6) shared this privileged information about me with (b)(6), (b)(3) based on their close personal relationship. (b)(6) should have had his plans approved by higher first and then myself. This would have given me the opportunity to turn the position down and spared me (b)(6), (b)(3) wrath and character assassination.

- e. (b)(6) favoritism for (b)(6), (b)(3) has led (b)(6), (b)(3) to believe that he should and will be made Team Lead once (b)(6) leaves. As stated above, he has been "grooming" (b)(6), (b)(3) for leadership going so far as to arrange for (b)(6), (b)(3) participation in an upcoming team leader's conference in Baghdad. (b)(6) has created an environment where (b)(6), (b)(3) feels his authority is equal to the Team Leader's, that he can behave unprofessionally without consequence, talk to

anyone on the team condescendingly, undermine established leadership to get what he wants, and to dictate what those with equal or higher rank and more experience should be doing. Given all this, it is only natural that (b)(6), (b)(3) did not take the news that I would be (b)(3), (b)(6) well and considered it a betrayal. It came to a head on (b)(3), (b)(6) when (b)(6), (b)(3) came to the office and confronted (b)(6) about (b)(6) decision in front of the other High, (b)(3), (b)(6) team members. He proceeded to call me lazy, say that he would never follow me, and that the rest of the team would never follow me if I were made (b)(6). He then complained that since I came to the site, (b)(6) no longer eats with him. He then stated that I must be "fucking" (b)(6). The comments are untrue, malicious, and slanderous. Had (b)(6) not created an environment where such unprofessionalism, contempt, and disrespect were allowed, (b)(6), (b)(3) would not have felt he had the right to publically humiliate me.

2. (b)(6) openly disregarded General Order 1 by purchasing and consuming alcohol on base with (b)(6), (b)(3)
 - a. (b)(6) and (b)(6), (b)(3) openly discuss their frequent consumption of alcohol and how this consumption leads them come to work late or not at all.
 - b. Their actions demonstrate and solidify a personal relationship that is proving detrimental to a positive team dynamic and synergy. Those of us who do not drink alcohol are effectively shut out of key opportunities to have the (b)(3), (b)(6) know us personally, obtain a favorable status, and even influence how the team works.
3. (b)(6) interferes with my professional work.
 - a. Although I had already briefed the incoming (b)(6) on (b)(6) and met with him privately on (b)(6) based on (b)(6), (b)(3) misinformation, insisted that I meet with (b)(6) again. (b)(6) set up yet another meeting for me with (b)(6) (b)(6) for (b)(6) implying that I was not being proactive in trying to foster a good working relationship with the PRT. (b)(6) also said that he would attend with me and (b)(6) (b)(3), (b)(6) although polite at the meeting, was visibly annoyed with my giving him yet another capabilities brief. Worse still, (b)(6) did not attend this meeting ostensibly because he was still sleeping. (b)(6) now avoids me in informal settings and does not respond to my work related queries. (b)(6) unjustified insistence that I "do more" and then setting up and dictating the terms of my contact with the customer has negatively impacted my rapport with the customer.

(b)(6), (b)(3)

created and fostered this hostile work environment by

1. Blatant disregard for General Order 1 by purchasing and consuming alcohol with (b)(6)
 - a. (b)(6), (b)(3) and (b)(6) openly discuss their frequent consumption of alcohol and how this consumption leads them come to work late or not at all.
 - b. Their actions demonstrate and solidify a personal relationship that is proving detrimental to a positive team dynamic and synergy. Those of us who do not drink alcohol are effectively shut out of key opportunities to have the (b)(3), (b)(6) know us personally, obtain a favorable status, and even influence how the team works.
2. (b)(6), (b)(3) interferes with my personal work.

- a. In one instance, (b)(6), (b)(3) tried to force two analysts into a briefing I was giving to the PRT commander. However, the two Human Terrain Analysts had not been invited to the meeting, only (b)(6), (b)(3) who coordinated with the acting team leader, (b)(6) for me to go as well. The analysts had verbally stated their unwillingness to go to (b)(6), (b)(3) but acquiesced because he kept insisting. (b)(6), (b)(3) did not coordinate with (b)(6), (b)(3) or with (b)(6) for them to attend. Instead, when (b)(6), (b)(3) and I announced we were leaving for the meeting, (b)(6) ordered them to go with us. Once outside the office, I voiced my disapproval to (b)(6), (b)(3) and asked the analysts if they wanted to go and they said no. (b)(6), (b)(3) told them to return to the office which they did. (b)(6), (b)(3) then came outside and asked why they were sent back. I said that they did not want to go and this meeting was not the best opportunity. He insisted that it was and walked away. Apparently, when they returned to the office, (b)(6), (b)(3) became livid. He never approached me concerning this and I was unaware that he was offended or perceived me as being in the wrong. Instead he gave me the silent treatment. (b)(6), (b)(3) actions show that he feels he has the right to create and dictate the terms of my work and other team members despite the fact that he is not the team leader.
3. (b)(6), (b)(3) incites coworkers against me with rumors, disparaging comments, and lies.
- a. (b)(6), (b)(3) and (b)(6) said that (b)(6), (b)(3) has repeatedly told them that I am a whore and provided names of some I am alleged to have slept with. (b)(6), (b)(3) repeated these lies both before and after my arrival. This has established me as a person of questionable moral character.
- b. (b)(6), (b)(3) repeatedly told team members that I was standing in the way of their progress at work and "changing things." He said this despite the fact that I have had no collaborative work projects with any of the team members. Also, at the time I had been with the team less than three weeks. (b)(6), (b)(3) actions make it hard for others to be willing to work with me.
- c. (b)(6), (b)(3) repeatedly stated that since my arrival (b)(6) only eats with me. This however is untrue. The team usually eats together. Also, on occasion I have had solo lunches and dinners with (b)(6), (b)(3) and without any other team members present. However, as (b)(6), (b)(3) hours became more and more erratic, it became much more likely that he would eat alone or with one or two other analysts. In any case, two weeks on a new team is not enough time for me to develop a lunch habit with any team member. (b)(6), (b)(3) vocal insistence was meant to cast a negative light on my eating with anyone and alienate me from the time. Lunchtimes are now awkward and it is best that I not attempt to eat with anyone.
- d. After I initially reported the (b)(3), (b)(6) incident to higher, (b)(6), (b)(3) told the other analysts that I had filed a complaint against everyone and was reporting all the bad things that they had done. (b)(6), (b)(3) confronted me and I told him that I had only filed a complaint against (b)(6) (b)(6), (b)(3) and had done so confidentially. (b)(6), (b)(3) asked me to "talk" to the guys and show that I "don't have a problem with them." I did so on (b)(3), (b)(6) and even went so far as to share my written complaint with them so that they could see that I had not said anything about any of them.
- e. On the afternoon of (b)(6), (b)(3) came into the office and gave us a stern lecture about "leaving the past in the past." He laid out a set of tasks that the analysts had not completed yet. Then he and (b)(6) began to argue over a task that (b)(6) had not completed. I had a solution and asked to speak to (b)(6), (b)(3) privately about it and he agreed. I asked him why he was lecturing and yelling at us. He said that the

lecture was necessary. According to (b)(6), (b)(3) had told him and the others that because of what I "did" to (b)(6), (b)(3) he would ask for a transfer and that would not work with me or "follow" me. The other analysts were on edge, despite the fact that I had spoken to them prior. (b)(6), (b)(3) artfully made me a scapegoat for his behavior. He lied by telling them that I would be (b)(3), (b)(6) and that I was making negative reports about them. Along with his salacious gossip about my non-existent sexual past, and the insistence that I am standing in their way, it is no wonder that the team does not trust me and does not want to work with me. In three weeks, (b)(6), (b)(3) has driven a permanent wedge between myself and the (b)(3), (b)(6), (b)(2)High

4. (b)(6), (b)(3) has made racist comments about blacks.

- a. During the approximate period of 26 MAR 2010 to 04 APR 2010, (b)(6), (b)(3) would regularly state that (b)(6) and I were always together. He said that we were always eating together and riding around post to various places together. In a mocking tone, he would refer to us as "Fric and Frac". On at least three occasions, (b)(6), (b)(3) stated that the observed closeness was because "your black" and that it "must be a black thing" and then laughed. I protested, but not forcefully because I was a new arrival and not sure if this level of racial joking was tolerated (b)(2)High, (b)(3), (b)(6) tell (b)(6) at least twice that I would no longer eat with him or ask him to show me around base because it obviously made (b)(6), (b)(3) uncomfortable. I also did not want to give (b)(6), (b)(3) the opportunity to turn everything I did that bothered him into a "black thing" or a female thing. (b)(6), (b)(3) comments were racist and offensive.

The fact of the matter is that (b)(6), (b)(3) kept extremely erratic hours. When I first arrived, he claimed to be working nights. However, I would sometime come in at random early hours (2 or 3 a.m.) because of jet lag and not find him there. Other days, he would be in around 6 or 7 am and not leave until 2 am the following morning. So depending on the hours he kept, he may or may not have been available for lunch or dinner. However, I had eaten with him solo a few times without the team present. Also, I was new to (b)(6), (b)(3) having only arrived the week prior. I needed help navigating the base for various reasons: setting up email addresses, getting to the post office, translation cell, etc. There had been at least four sexual assaults on base in the past few weeks and I wanted to do everything to avoid becoming a statistic in a place I could not navigate during the day or night. (b)(6) being team lead and available worked to get me oriented on base.

5. Salacious slander of my personal life and professional work.

- a. On 10 APR 10, (b)(6), (b)(3) came to the office and confronted (b)(6) about (b)(6) decision to make me team leader (b)(2)High, (b)(3). (b)(6) Please note that I was not aware of this and it was not disseminated through official channels. (b)(6), (b)(3) insisted that it had to have been (b)(6) (b)(6) idea and decision implying that the promotion was because I am black. In front of all the male team members, he proceeded to disparage me and my character by calling me lazy and unfit to lead despite my years of leadership experience. He also said that he would "never follow" me and neither would any of the others. He complained that since I came to the site (b)(6) no longer eats with him. He then stated that I must be "fucking" (b)(6) Finally, he also stated that if I were made team leader that he would make life difficult for me, threatening to continue interfering with my work and soliciting the support of the other team members.

(b)(6), (b)(3) complaining that (b)(6) only eats with me belies the fact that (b)(6), (b)(3) work hours are erratic. (b)(6), (b)(3) comes and goes as he pleases taking advantage of his favored status with (b)(6) and the difficulties of a military member initiating corrective action on a

civilian. (b)(6), (b)(3) comment that I am lazy and unfit to lead is untrue and malicious intended to drive a wedge between me and the team. To state that I must be "fucking" (b)(6) is a salacious lie that disparages not only myself but a respected member of the US Armed Forces. It was calculated slander to basically call me a whore in front of my male team mates most of whom are Iraqi-born and harbor conservative Islamic views of women. Given the sensitive nature of our work and cultural perceptions about women in Iraq, (b)(3), (b)(6) comments are particularly egregious. As (b)(6), (b)(3) comments about me spread, the professional damage is irreparable.

6. Blatant disregard for basic professionalism at work.

- a. (b)(6), (b)(3) is often belligerent and rude when he does not get his way and not just with me. I am never sure when or how I have offended him. Rather than discussing the matter directly with me he or even (b)(6) he directly approaches (b)(6) based on their personal friendship. I, in turn, am given the silent treatment until his anger passes and verbally reprimanded by (b)(6)
- b. (b)(6), (b)(3) is given to excessive foul language, farting, burping, game playing, and absenteeism. This was always tolerated by (b)(6), the previous team lead. Any comments I made either to (b)(6), (b)(3) or others on the team about some of his behaviors, were dismissed with "that's just the way he is"; "there's nothing you can do"; and "just accept it." No one else on the team engages in such behavior and it is a wonder to me that it is tolerated. It is only accepted because (b)(6) allows it.

FOLLOW-UP

On 13 APR 2010, (b)(6) called the office to speak to (b)(6) to say that he did not believe that he had created a hostile work environment. He also said that what (b)(6), (b)(3) said about me was "stupid." (b)(6) told (b)(6) that I would be (b)(6). Finally, (b)(6) instructed him to tell me he was sorry. I told (b)(6) that I was sure (b)(6) was playing with me because he did not tell me these things himself. I emailed (b)(6) to confirm that I was to be (b)(6). (b)(6) replied that I was not going to be (b)(6) and that the (b)(6) would be arriving shortly.

On (b)(2)High, (b)(6) believing that I was dealing with an EO or human resources (HR) representative in Iraq. (b)(6) responded and immediately moved (b)(6), (b)(3) to a different site. He assured me that the matter would not end with (b)(6), (b)(3) move and that he (b)(6) would move to take statements from all involved. I soon learned that (b)(6), (b)(3) was moved to (b)(6), (b)(2) where he now works directly with (b)(6), (b)(2)High which is tantamount to a promotion for (b)(6), (b)(3). I expressed my concern that (b)(6), (b)(3) has been rewarded with a means to continue the "cronyism and vicious gossiping that caused this situation." (b)(6) responded that it was none of my concern and to pursue my complaint with the brigade and keep him apprised. I was shocked at the sudden about-face. I asked for the HTS EO or human resources (HR) representative's contact information. Apparently, HTS does not have an EO program either in Iraq or stateside. The HR rep has not contacted me despite numerous emails.

Also, I was informed by (b)(6) (b)(6) that (b)(6) should not have directed me to brigade if he is unwilling to investigate. Instead, he should have directed me to the EEO office. I talked with a few others at other locations (b)(6) (b)(6) they said they were given similar guidance and the proverbial "run-around". Their complaints were never advanced causing them to accept the fact that they are not part of the good ole boy network and could not dream of fair treatment.

I suspect that my complaint has been mishandled because it was not forwarded to a trained EEO officer within HTS. Instead I was directed to an outside organization that does not deal with civilian complaints. I also suspect that details of my complaint have not been kept confidential and have been disclosed to (b)(6) and others within the program prematurely given (b)(6) phone call on (b)(6) I find this unacceptable. It is also unacceptable that (b)(6) is unwilling to implement an EO program to protect his personnel from unreasonable behavior in the work place. HTS has been around for more than three years and should have an established EO program in place and training for all its workers. Resolution of EO complaints should not be stalled simply because HTS did not provide a mechanism to train and protect its personnel.

CONCLUSION

It is evident to me that (b)(6), (b)(3) actions were motivated by racial and gender discrimination. He would not dare paint any of the males in our office as sexually promiscuous for personal gain. His doing so to me was calculated to undermine and destroy my chances of gaining the respect and trust of my coworkers. (b)(3), (b)(6) used his personal relationship with (b)(6) (and the authority inherent in (b)(6) rank/position) to create a hostile environment for the (b)(6), (b)(2) team, especially me. I believe I have provided enough information to establish a prima facie. If not, (b)(3), (b)(6), (b)(2) personnel should be asked to provide signed statements.

I am no longer comfortable working in the (b)(6), (b)(6) office and will not be until (b)(6), (b)(3) and (b)(6) are held accountable for their actions and removed. I know from experience that (b)(6), (b)(3) is a hostile and volatile man who will stop at nothing to undermine and humiliate me or others he deems less qualified than himself. The obvious favoritism and cronyism (b)(6) has for (b)(6), (b)(3) has put me in an unfair and vulnerable position where I am unable to protect myself from unreasonable behavior and scrutiny while those who are personally close to (b)(6) can drink alcohol, be absent from work while getting paid, play video games and remote control cars at work without penalty. I am distressed and disheartened that my lack of favored status with (b)(6) is the only trait by which I am measured. (b)(6), (b)(3) malicious sexual slander of my character has destroyed any possibility integrating with the (b)(6), (b)(2) team and perhaps brigade staff because there is always a question in the back of their minds as to my character and trustworthiness.

(b)(6) and (b)(6), (b)(3) behavior can not be allowed to continue without consequence. Their actions are unprofessional, unacceptable, and completely undermine the positive environment required to be productive. I will pursue this action until a reasonable solution is reached. In my opinion, that course of action would call for the removal of both (b)(6) and (b)(6), (b)(3) from the HTS program. Furthermore, HTS must be forced to adopt an equal opportunity program that responds appropriately to EO complaints and protects women and minorities from the racism and harassment that I have experienced here.

Printed Name

Signature and Date