

From: [McGhee, Debra](#)
To: [Harrison, Brenda](#)
Cc: [Temple, Kurt](#); [Dorka, Lilian](#)
Subject: FW: FW: Harassment and Sexism at (b) (6) - Privacy in Seattle
Date: Thursday, June 08, 2017 11:36:50 AM

Brenda – I responded to this correspondent by e-mail and she acknowledged receipt of the information below.

Debra E. McGhee

Team Lead
External Civil Rights Compliance Office
Office Phone: 202-564-4646

“Commit yourself to the noble struggle for human rights. You will make a greater person of yourself, a greater nation of your country, and a finer world to live in.” -- Martin Luther King, Jr. ,
18th April, 1959

From: (b) (6) - Privacy
Sent: Thursday, June 8, 2017 10:06 AM
To: McGhee, Debra <mcghee.debra@epa.gov>
Subject: Re: FW: Harassment and Sexism at (b) (6) - Privacy in Seattle

Hello Debra,

I appreciate you pointing me in the correct direction.

Cheers,

(b) (6) - Privacy

On Thu, Jun 8, 2560 BE at 6:53 AM McGhee, Debra <mcghee.debra@epa.gov> wrote:

Dear (b) (6) - Privacy

Your correspondence about alleged sexual harassment at the office where you work, (b) (6) - Privacy, which was filed with the EPA through an electronic complaint mailbox, was forwarded to me for response.

I work for the External Civil Rights Compliance Office (ECRCO) of the Environmental Protection Agency. The ECRCO enforces laws prohibiting discrimination in programs funded by the EPA on the basis of race, color, national origin, sex, age and disability.

It does not appear from what you have written that the company that you work for is a recipient of EPA funding, thus it does not appear that ECRCO would be the appropriate agency to address your concern. However—there are other government agencies that enforce laws against discrimination based on sex within private companies of every type. Here are two that you may wish to contact:

- Washington State Human Rights Commission: <http://www.hum.wa.gov/employment>

The Washington State Human Rights Commission enforces the Washington State Law Against Discrimination - RCW Chapter 49.60 is a State law that protects all people in Washington from unfair and discriminatory practices in employment, real estate transactions, public accommodations, credit, insurance, as well as health care whistleblower, and state employee whistleblower complaints.

- U.S. Equal Employment Opportunity Commission:
<https://www.eeoc.gov/field/seattle/charge.cfm>

The U.S. Equal Employment Opportunity Commission (EEOC) is responsible for enforcing federal laws that make it illegal to discriminate against a job applicant or an employee because of the person's race, color, religion, sex (including pregnancy, gender identity, and sexual orientation), national origin, age (40 or older), disability or genetic information. It is also illegal to discriminate against a person because the person complained about discrimination, filed a charge of discrimination, or participated in an employment discrimination investigation or lawsuit. Most employers with at least 15 employees are covered by EEOC laws (20 employees in age discrimination cases). Most labor unions and employment agencies are also covered. The laws apply to all types of work situations, including hiring, firing, promotions, harassment, training, wages, and benefits.

I hope the above information is helpful and that you will successfully resolve concerns affecting your work-life.

Sincerely,

Debra E. McGhee

Team Lead

External Civil Rights Compliance Office

Office Phone: 202-564-4646

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From the Title VI Complaints mailbox.

From: (b) (6) - Privacy

Sent: Saturday, June 03, 2017 2:19 PM

To: Title VI Complaints <Title_VI_Complaints@epa.gov>

Subject: Harassment and Sexism at (b) (6) - Privacy in Seattle

Individual Filing Complaint: (b) (6) - Privacy
Cellphone: (b) (6) - Privacy
Email: (b) (6) - Privacy

Employment Start Date: January 5, 2015
Employment End Date: May 30, 2017
Company Name: (b) (6) - Privacy
Business License Company Name: (b) (6) - Privacy
Business Owners: (b) (6) - Privacy
Manager Name & Title: (b) (6) - Privacy

Feb 10 2015 - May 2015

Outside in the alley way (b) (6) - Privacy said to me he hires woman because it's cheaper and has continued to make similar remarks through the dates listed above, calling his all girl team Charlie's Angels.

June 2015

(b) (6) - Privacy and I were outside of the office and he said to me he slept with someone within his department, stating because it's such a small company it is fine.

August 2015

(b) (6) - Privacy said to me there was a previous employee who was openly gay and he lived with him and he let him perform oral sex on him.

January 2016

(b) (6) - Privacy said to me he was sleeping with a content writer in our office, he also stated they did drugs and had sexual relations after hours in the office.

May 2016 I received a review and title change to lead SEO and a 10% raise in addition to my 30k salary.

I was taking larger accounts and helping the owner with projects and training the new staff in my department, I was told the managers (b) (6) - Privacy will revisit additional compensation once they thought I was ready.

July 2016

Our company went out for drinks, slowly everyone dispersed and I am left with my boss (b) (6) - Privacy we are having a cigarette and then he says to me I'm his soulmate and we would be great together. I let him know we are strictly a platonic business relationship and to please not address me in that manner in the future.

September 2016

I continuously took on responsibility, building training guides, ensuring my staff was up to par with best marketing practices. I confronted my manager (b) (6) - Privacy about the raise we spoke about months before, and he denied the conversation happened and berated me for asking calling me an entitled millennial. He then hires a man, instantly gives him a hefty salary and expected me to train the new man, who was not qualified for the position.

October 2016

I received another review from the owners, (b) (6) - Privacy let me know that I was doing great and They never receive complaints and I was promised they would revisit a raise in the spring after previously promising a raise in the fall.

November 2016

The managers award this new man a new position with a hire raise and job title as creative director.

December 2016

My new intern let me know that my boss (b) (6) - Privacy told him and several others in the office he tried to "fuck me" I was so embarrassed and my hard work was instantly dismantled by a sexual rumor.

January 2017

I was working remotely and (b) (6) - Privacy messages me on our company platform slack asking about a specific client, I let him know the work had since been completed months prior to a process he vaguely launched, Instead of checking the clients account he berated me and tells me I made him look like an ass, because he could not locate the document. Seeing as I was working remotely I let him know we can speak about it when I'm in the office the next day.

January 2017

I arrive at the office and are immediately hurried into the conference room, I showed him the work that was completed and he implemented a new process after the account had been completed and vaguely walked his department employees through the new process, I then apologized for not following the process the way he envisioned and I let him know I'll be sure to check all 200 accounts to ensure all work had been documented properly.

(b) (6) - Privacy then proceeds to ask me what I do? The question had a sarcastic undertone, so I let him know that yes I am happy I am the head of the department, however I let him know I don't appreciate him lying to me about the job title and what it entailed and I reminded him I have yet to be compensated for my glowing reviews and substantial amount of work increase and supervising and training new employees, I was now in charge of another new hire who was a man and I also found out he made more money than I did with no substantial experience.

I asked (b) (6) - Privacy when I should be expecting a raise and he told me I didn't deserve one and then asked me what I thought about his comment about not deserving a raise. I let him know if that is his opinion, then I have nothing to say.

March 2017

I continued to work hard, because I cared about my clients businesses and wanted to ensure they hit their expected goals and I knew he was waiting for me to react and become emotional so I continued to work in hopes I would get a raise.

May 2017

(b) (6) - Privacy handled all of our Google ads account and a specific client was unhappy about paying an extra 500.00 for ads when they saw no return. We then stepped outside and spoke about the account and he volunteered to handle the issue himself, so I did not address the client. A few days pass and I received another email from this disgruntled client and I touched base with (b) (6) - Privacy and he said to me I thought you were handling it and I reminded him he said he would reach out.... however he never did and said to me loudly you need to fucken do

something and I told him had he not volunteered I would have solved the issue in a timely fashion. He then continued to tell me I don't do anything and tells me I'll need to do 3 more years in the industry and show him loyalty. I then let him know I did not appreciate what he was saying and to please stop.

May 2017

When I spoke to (b) (6) - Privacy last it was regarding the account, in which he dropped the ball and berated me and made me the scapegoat to an issue he caused. I decided not to speak with him anymore on a personal level, however I was still open with him about business and still helping accounts along where I could, on top of running a whole department and constantly reminded him not good enough to give a raise to but I was good enough to be trusted with enterprise accounts and drawing up proposals for the owner and answering and mentoring my staff.

May 25, 2017

(b) (6) - Privacy pulls my intern outside, mind you I have trained this intern from the ground up and got him a full time position after 6 months of interning. He has been with the company less than a year, (b) (6) - Privacy offered him a raise and a title change. I was hurt and upset about what transpired so I took the following day off, this is Memorial Day weekend.

May 30, 2017

I arrive at the office at 8am and (b) (6) - Privacy asks to see me in the conference room. We sit across from one another and he tells me he's letting me go. I ask him what the reasoning was and he replied I am no longer a good fit for the company. I tell him I don't understand I have trained everyone in my department, I was handling over 100 accounts never had a complaint. He then asks me do I even want to be here? I let him know I am a hard worker and I take pride in all I do and he tried to ruin my moral in every which way, by verbalizing he did not think I deserved a raise and berating me about my work in front of men colleagues who he has given raises too for just being men. He then brought up me not engaging him in conversation as if we were peers. I let him know I may have withdrew on a personal level, however that had nothing to do with my work ethic.

He shrugs and says to me, I used to be his right hand man and had I continued to be that person to him I would still have a job, he then tells me he envies me and he has settled all my accounts and I need to leave the premise, as I walk away he said to me I'll still write you a recommendation letter.

I leave and then I texted (b) (6) - Privacy and I requested a termination letter and would like to know in detail the reasoning for my termination and I requested it be signed and dated by the owners and himself. He agreed and said it was standard protocol and I would have it by the next business day. I have yet to receive anything.

(Please let me know if additional details are needed)

Cheers,

(b) (6) - Privacy