

# **ATTACHMENT A**

**Summary of Allegations**

*Emailed to Council*

*4/13/10*

**Date:** April 13, 2010  
**To:** Eric C. Frimodt, Esq.  
Lynnwood City Attorney  
**Investigator:** Kris Cappel,  
Seabold Group

*Attorney - Sid Strong*

Below is a summary of the allegations asserted by Stephanie Simpson. Please provide this summary to Mayor Gough in preparation for his interview. The order of the summary has been randomly selected and does not necessarily indicate the order I intend to pursue information in the interview. Generally, Ms. Simpson has raised factual allegations that potentially implicate the following:

1. Sex Discrimination
2. Disability Discrimination
3. Retaliation
4. Hostile Work Environment/Bullying

1. Allegations of Sex Discrimination

Mayor Gough does not respect or value female staff. He is particularly abusive and condescending toward female staff and regularly speaks negatively about their competence and performance. Mayor Gough also has demeaning nicknames for certain female but not male staff.

Mayor Gough demonstrates a bias toward working mothers in his words and actions and exhibited hostility toward Ms. Simpson's use of maternity leave.

In addition to his general bias towards working women, Mayor Gough inappropriately interfered with the City's hiring process for the Assistant City Administrator ("ACA") position in 2009 by, among other things, discounting Ms. Simpson's qualifications because she was a working mother, influencing the former HR Director to find that Ms. Simpson did not meet minimum qualifications and changing the job requirements in the middle of the process. In the end, Mayor Gough made it clear that Ms. Simpson would not be considered for the position under any circumstances.

There are other instances in which Mayor Gough has inappropriately interfered with opportunities for other female staff to seek a promotion.

2. Allegations of Disability Discrimination

Mayor Gough repeatedly made snide comments about Ms. Simpson's use of a full spectrum light, placing her in a position in which she felt she had to disclose confidential medical information. Mayor Gough continued to make snide comments about her medical condition after learning that the light had been prescribed by a medical professional.

3. Allegations of Retaliation

- a. Mayor Gough retaliated after Ms. Simpson returned from her first maternity leave. He was impatient and dismissive when she returned to work and came across annoyed that she no longer worked through her lunches and that she was breast-feeding. Mayor Gough became increasingly critical of her performance so much so that people started asking her about it.
- b. Mayor Gough has retaliated when confronted by Ms. Simpson about his disrespectful treatment of her. This happened a couple of times over the years but was most apparent after a confrontation in April 2009. Mayor Gough stopped talking to and interacting normally with Ms. Simpson for a period of time before she went on her second maternity leave.
- c. Mayor Gough retaliated after learning that Ms. Simpson applied for the ACA position by, among other things, openly criticizing her, calling her competence into question, reacting in an extremely negative manner, directing her to stop talking to Directors and directing certain City staff to stop talking to her. Mayor Gough tried to bully Ms. Simpson into withdrawing her application.
- d. Mayor Gough retaliated further when Ms. Simpson returned from her second maternity leave by reassigning her position to report to the new ACA and by referring to her as "clerical." This was a constructive demotion and was in retaliation for applying for the ACA position and taking maternity leave.
- e. Mayor Gough retaliated when he learned of the investigation by directing staff not to talk to or engage with Ms. Simpson.

4. Allegations of Hostile Work Environment/Bullying

Mayor Gough treats all staff, men and women, poorly but engaged in a way with Ms. Simpson that was particularly hostile and abusive because of their close working relationship. Examples of this ongoing and pervasive conduct included:

- Often screamed and cursed on telephone calls;
- Made rude comments such as "this is above your pay grade", you don't know what you are talking about," "you are not as good as a legal secretary."