

ATTACHMENT H

TO: Robin Hall, Human Resources Director

FROM: Stephanie Simpson

RE: Concerns

DATE: April 8, 2009

The purpose of this memo is to share concerns of informing Mayor Gough that I am expecting a child in mid September 2009. Due to numerous comments from Mayor Gough about health, pregnancy and my current status as a parent I want to inform Human Resources of my feelings of discomfort in my work environment.

While working for Mayor Gough he has made numerous comments about my status as a parent. For example on February 10th, 2009 when I inquired about being considered for another position he stated, "Why would you want this job, you are doing the mommy thing."

Comments as the one above and others make me feel uncomfortable in my work environment for I feel I am being discriminated against since I am a parent. This past behavior and comments concern me as I am preparing to inform him of my pregnancy.

Mayor Gough has made numerous comments about my health. For example, after I had my first child making statements as "You look much better now." Such comments made me feel as though he didn't approve of pregnancy and that he approved of the way I looked post pregnancy.

As recently as last month, he was stating the reason that he was behind on the Visioning process was due to a staffer being out doing the "family thing". Such comments make me concerned to share my plans to utilize FMLA for the arrival of this child.

When I informed him last time of my pregnancy on January 16th, 2006, I stated that it was a wonderful event even though it was not planned. He then stated, "You should have planned better."

In regards to my health, at work I use a full spectrum light as suggested by my psychiatrist. Over the last couple of weeks he has made numerous comments about my light that are snide and I feel he is making fun of my condition. These comments made me feel as though he was passive aggressively asking me to not use the light.

Yesterday, April 7th, 2009, he was once again making fun of my light. I was tired of the comments so I stated, "This was recommended by my psychiatrist and I don't appreciate your comments." Instead of apologizing or not saying anything he continues to make fun of my light by stating, "Well they probably also suggested you get outside." I should not have to disclose my health situation to my boss to have him stop making fun of me. When I do share my personal issues, he should not use it to continue making fun of me. This light was used to help me heal from depression and post partum depression.

The above is a statement of my feelings and current work conditions. I do not wish to continually tolerate comments that make me feel uncomfortable, defensive, made fun of or discriminated against.

Upon sharing the news of my pending arrival, I expected to be treated with respect and dignity.

Stephanie Simpson
6108 NE 188th Pl
Kenmore, WA 98028

April 14, 2009

Mayor Gough
19100 44th Ave W
Lynnwood, WA 98036

Dear Mayor Gough,

This letter is to inform you that I am concerned and uncomfortable about the way I am being treated in your office. During my time of employment, I have tolerated a lot of behavior that was not professional. I have also informed you numerous times that I did not appreciate your treatment of me.

Yesterday, a statement you made put me over the edge and made me realize that my verbal requests to be treated better were not being taken seriously. On Tuesday, April 7th, 2009 after numerous snide remarks about my full spectrum light I finally stated, "This was recommended by my psychiatrist and I don't appreciate your comments." You continued to make another snide remark. On Monday, April 14, 2009 after I took an extra moment to answer a question, so I could make sure I gave you an accurate answer, you said, "Your therapy seems to be working." This statement was delivered in a demeaning and insulting way. This direct insult to my health is not acceptable.

There are two main things that I no longer feel I can accept and would like the following to change:

First

I no longer want to be the recipient of your insulting rants that include: profanity, insulting comments towards staff and demeaning comment towards me.

If I feel you are speaking to me inappropriately, I will ask you to call me back when you can speak to me in a calmer and more professional tone.

I believe this behavior is directed at me. I have inquired of other directors if you use profanity on the phone with them. They have said not usually and if he does he apologizes to them. You do not apologize to me and use inappropriate language on the phone with me daily. For example:

On April 13, 2009 I informed you that a report called about red light your comment back was, "God damnit what do they want." This was a simple professional message that I delivered. It has gotten to the point where I can't even deliver little messages without being the recipient of your rants.

Second

I do not want to receive any snide or inappropriate remarks about my health, status as a parent or being pregnant.

My health should be off limits for all comments.

The status of me being a parent should not provoke comments. For example when I inquired about being promoted to the Assistant Administrator position you stated, "Why would you want this job, you are doing the mommy thing."

I ask that you respect my concerns and requests. This is very important to me and I am disappointed that you have not taken my requests seriously in the past.

Thank you for your time.

Stephanie Simpson