

GOVERNORS OFFICE
RECEIVED

April 18, 2011

DATE 4-21-11
TIME _____

Governor's Office and Office of State Ethics
165 Capitol Avenue and 18-20 Trinity Street
Hartford, CT 06106

Re: Workplace Violence Policy and Ethics

Dear Governor, Lieutenant Governor and Commission Members:

Attached please find copies of letters I recently provided to Senator Edith Pruge regarding the Attorney General's handling of severe bullying and workplace violence problems at the Connecticut DEP. Please advise if you may or are willing to provide assistance in clarifying State Policy and required ethics in conducting State investigations.

As you will gather, I previously requested assistance from the former administration under Governor Rell, but, unfortunately, was given the runaround and stonewalled. I am hopeful that your new administration will pursue a more honest and dignified approach in rectifying this recurring problem impacting not only targeted State employees but the overall manner in which our government is run.

I will provide additional information to assist you review including the names and roles of individuals involved in the ongoing cover-up. Many such persons are still in power, obscuring the facts and obstructing justice.

Thank you for your attention to this matter. I can be reached at [REDACTED] or at P.O.
[REDACTED]

Sincerely,
[REDACTED]

Former Supervisor, Bureau of Water Management
and Commissioner's Office, CT DEP

April 4, 2011

State Senator Edith Prague, Chair
Labor & Public Employees Committee
Legislative Office Building, Room 3800
Hartford, CT 06106

RE: Workplace Violence and Bullying - Unethical
Use of Grievance Process to Stonewall
Employee and Student Complaints

Dear Senator Prague:

I am writing again to highlight aspects of my extremely unsettling experience with the Executive Branch regarding its cover-up of workplace violence and bullying at the Connecticut DEP, ongoing. This letter is prompted in part by today's news concerning *equivalent cover-ups of sexual harassment and rape* at Yale University, suggesting that the problem is endemic in Connecticut society, warranting immediate action.

What particularly caught my attention in today's story was a former student's description of how the administration *habitually used the grievance process to stonewall student complaints*. In my own endeavors to address various forms of workplace violence at the CTDEP, including bullying and mobbing of ethical employees, I, too, was stonewalled with the grievance process as controlled and manipulated by conspiring State agencies.

Such conspiracy blatantly included the OLR, DAS, DEP and Office of the Attorney General, however, the Department of Public Works (DPW) and Governor's Office were also complicit in enabling the cover-up by refusing to take charge and reaffirm established State policy as called into question by an investigative attorney at the DAS. As you may recall from previous correspondence, that attorney, in conducting his investigation into the DEP, excluded harassment and other forms of emotional abuse from his *personal definition of violence*, thereby enabling him, he thought, to cleverly conclude that there are no workplace violence problems at the DEP.

Therefore, I wrote to Commissioner [REDACTED] of the DPW, requesting him to reaffirm its established definition of workplace violence, however, the DPW deferred to the Governor's Office and the Governor's Office, in turn, perplexingly advised that:

"... *As you have filed a grievance* [emphasis added] regarding your termination and you have asked the Department of Public Works to investigate the same matter, your issues must be handled in that venue. Again, thank you for contacting Governor Rell."

The State then relied heavily on the DAS investigation to defeat my grievances, and, amazingly, the State arbitrators all went along with the charade. One would therefore conclude that, *"that's how its done" in Connecticut - Use/corrupt the grievance process to frustrate, deny and defeat all complainants regardless of public policy and what is right.*

In closing, it should be noted that experts in the phenomenon of workplace bullying and harassment have equated such behaviors to sexual harassment or "rape of the soul". Such damage is further perpetuated by persons and agencies conducting unscrupulous cover-ups, which is more damaging for some victims than the initial harassing acts themselves.

Please feel free to contact me should you wish to discuss any aspect of my experience in more detail.

Sincerely,

A large black rectangular redaction box covers the signature area.

Formerly of the Commissioner's Office
and Water Management Bureau, CTDEP

cc: Dannel P. Malloy, Governor
Nancy Wyman, Lt. Governor
Ethics Commission
All Members, Labor & Public Employees Committee

February 22, 2011

State Senator Edith Prague, Chair
Labor & Public Employees Committee
Legislative Office Building, Room 3800
Hartford, CT 06106

RE: Workplace Violence Safety Risk - Concealment
of Evidence

Dear Senator Prague:

The purpose of this letter is to advise you of continuing ramifications associated with the Attorney General's handling of workplace violence problems in State government. This letter is written in hopes that the new Attorney General will rectify the misguided policies of the past administration, which relied heavily, and continues to rely, on tactics of obfuscation, denial and concealment of evidence more characteristic of criminal defense attorneys.

As you will see from the example below, the involved Assistant Attorney Generals, through their shortsightedness and apparent lack of ethics, are continuing to create more problems than they must have thought they were solving. Not only have they created ongoing financial liabilities for the State, but, much worse, they are enabling and rewarding known perpetrators of workplace violence, in effect, fostering a future work environment that can only become more dangerous for ethical and competent staff.

The following is a case in point:

WORKERS COMPENSATION CLAIM

The immediate case in point involves a workers compensation claim submitted by an employee who was reported to have harassed another employee to the point of a physical altercation. After the altercation, the aggressor filed a Worker's Compensation Claim for the injuries he professed to have suffered as a result of being physically restrained by the employee he was attacking. The State denied said claim on the basis that the claimant was engaging in a personal matter verses conducting official business at the time of the altercation. However, the Worker's Compensation Board overruled the denial, granting an award on the basis that:

“No allegation was made that [the claimant] provoked the fight in some way;
and, there was:

“No evidence of animosity between the parties[!] (exclamation added).”

In fact, however, there was considerable evidence substantiating both conditions including indisputable evidence from various investigations, arbitrations, police reports and lawsuits. This includes testimony from third parties including an eye-witness to the altercation that the claimant initiated the assault, and testimony that the victim had previously reported to his manager that the claimant and others were harassing him and members of his staff well prior to the altercation. This begs the question, **Why wasn't such evidence submitted by the Attorney General to defend against the aggressor's Workers Compensation Claim?**

CULTURE OF WORKPLACE HARASSMENT & INTIMIDATION

The answer, I believe, is that the various involved Assistant Attorney Generals, including of note, AAG [REDACTED], have spun such a tangled web of deceit concerning a known culture of harassment and intimidation in State government that, at this point, there is little alternative in their minds (barring, God forbid, taking responsibility and correcting the situation!), other than to continue along a chosen path of delay, denial and concealment of evidence.

In the above case in point, for example, asserting the truth, i.e., that there were indeed (of course!) pre-existing animosities between the parties including reports of serious ongoing harassment, would, in effect, give credence to the assertions of the victim and others within this department who have been similarly personally harassed. This includes a list of key reputable employees, some of whom filed civil lawsuits making public headlines and costing the State millions. Millions more are lost in worker productivity, where State workers face health-threatening job stresses, and political pressures, inappropriate to a professional work environment and the proper, ethical functioning of our state and federal governments.

I, therefore, urge you and your supporters to continue advocating for a Healthy Workplace Bill to at least serve as a starting point in discouraging the despicable behaviors fostered under Rowland and Rell administrations. Given the demonstrated behaviors and beliefs of the involved Assistant Attorney Generals, many of whom are still in service, I would further urge you to provide a specific cause of action for initiating a lawsuit against perpetrators of all types of workplace violence including the various combined harassment tactics previously described by myself and others. I believe that the Attorney General's Office, at least under the former leadership, has convincingly demonstrated that it is not up to the task of restoring order and civility in State government; Therefore, it is up to the Legislative Branch, at this long-awaited time, to put an end to further abuses and tragedy.

Feel free to contact me should you wish to discuss my experience with the Attorney General's Office under the Rowland/Rell administrations. I believe strongly that changes are overdue.

Sincerely,

[REDACTED]
Formerly of the Commissioner's Office
and Water Management Bureau, CTDEP

cc: Dannel P. Malloy, Governor
Nancy Wyman, Lt. Governor
George C. Jepson, Attorney General
Ethics Commission
All Members, Labor & Public Employees Committee