Management considered the credibility of the Respondent and the Reporting Party and proposed a Letter of Reprimand for the Respondent. The inquiry disclosed that the Respondent used inappropriate language with the Reporting Party. The management inquiry could not substantiate the allegations as reported.

Management also determined that the facility as a whole could benefit from some refresher training. Management indicated that it will schedule the following refresher training for all staff at the facility, "Speaking Up for Respect and Prevention of Sexual Harassment."

Coordinated with AHR.
ACCOUNTABILITY BOARD CASE REPORT

Case Number: 2008-0148

Date of Incident: 03/21/2008
Date Initially Reported: 03/27/2008
Reported to: [Redacted], Air Traffic Manager
Date Reported to Board: 03/27/2008
Reported to Board by: [Redacted], HR POC

Reporting Party
Last Name: [Redacted]
First Name: [Redacted]
Region: ANM
Position: [Redacted]
Functional Title: Developmental ATC
Grade: [Redacted]
Gender: [Redacted]
LOB: [Redacted]
Facility: [Redacted]

Accountable Official
Last Name: Vernon
First Name: Kathryn
Functional Title: WSA Director, Terminal Ops
Position: [Redacted]
Phone #: (425) 222-2502
Date AO Notified: 03/27/2008
Notified by: [Redacted]

Respondent
Last Name: [Redacted]
First Name: [Redacted]
Region: ANM
Position: [Redacted]
Functional Title: [Redacted]
Grade: [Redacted]
Gender: [Redacted]
LOB: [Redacted]
Facility: [Redacted]

Initial Allegations: Sexual Misconduct

HR Contact
Name: [Redacted]
Phone #: [Redacted]
Date HR Notified: 03/27/2008
Notified by: [Redacted]

Resolution Due: 05/12/2008
Date Completed: 05/12/2008

Allegation Description:

On March 21, 2008, [Redacted], ATC, reported that [Redacted] was in training on "local control" and was told by OJTI to "use the wood pedestal and stand to train." [Redacted] reported that [Redacted], ATC, asked about the wood pedestal, laughed and said that [Redacted] thought "[Redacted] was asking how the wood was, if the wood was hard, if it was erect."

On another occasion, [Redacted] described a situation when [Redacted] was on [Redacted] knees changing entries on the [Redacted] computer in the cab. [Redacted] reported that [Redacted] made a joke about being down on [Redacted] knees working as if [Redacted] was giving a blow job.
reported that has engaged in other types of behavior that finds disrespectful and offensive to . reported that on one occasion overheard talking with a controller about cooking, cleaning and gardening at home. The controller commented that " wife might come home and find only wearing an apron." There was a further comment by the controller or that the apron may be invisible. Then said " would be wearing a sock only." reported that knew where the conversation was leading so turned to and said, "I'm serious, please don't talk like that, I'm trying to train." reported that responded, "What, I can't talk about socks now."

also reported that purchased a van in August 2007 and several controllers including were talking in the cab. One controller asked if had had sex in the bed of the van yet. Following that incident, pulled aside to advise that found the comments offensive and disrespectful. stated that did not appreciate it when poked in the rib with a pen or when punched arm. asked not to touch and that the profanity uses as well as walk was also offensive to .

reported that this behavior has an impact on training. stated that the training is hard and stressful and that behavior adds extra stress. stated that "when people use profanity, sexual gestures, sexual insinuations, etc., this adds more stress."