**DISPOSITION STATUS**

**Case Number:** 2008-0312  
**Resolution Due:** 10/14/2008  
**Date Completed:** 09/15/2008

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<th>Status</th>
<th>#</th>
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<th>RespLOB(s)</th>
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<td>Completed</td>
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<td>ANM</td>
<td>ATO-E</td>
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**Remarks**

Management reported it substantiated the allegation immediately. Management made an on-the-spot correction, informed the Respondent that a remark regarding sexual orientation was inappropriate, and provided verbal admonishment. Management will take no further action.

Management made HR/ANM-10 aware of the incident and its immediate disposition.
ACCOUNTABILITY BOARD CASE REPORT

Case Number: 2008-0312

Date of Incident: 09/15/2008
Date Initially Reported: 09/22/2008
Reported to: [Redacted], Acting Staff Manager, [Redacted]
Date Reported to Board: 09/22/2008
Reported to Board by: [Redacted], Acting Director, Western EnRoute and Oceanic Operations

Reporting Party
Last Name: [Redacted]
First Name: [Redacted]
Region: ANM
Position: Front Line Manager
Functional Title: Front Line Manager
Grade: [Redacted]
Gender: [Redacted]
LOB: [Redacted]
Facility: [Redacted]

Accountable Official
Last Name: Leonard
First Name: Heather
Functional Title: Director, Western EnRoute and Oceanic Operations
Position: [Redacted]
Phone #: (425) 203-4020
Date AO Notified: 09/22/2008
Notified by: [Redacted]

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

Initial Allegations: Sexual Orientation

HR Contact
Name: [Redacted]
Phone #: [Redacted]
Date HR Notified: 09/22/2008
Notified by: [Redacted]

Resolution Due: 10/14/2008
Date Completed: 09/15/2008

Allegation Description:
[Redacted] reported that when [Redacted], Frontline Manager, finished discussing an operational issue with [Redacted], allegedly heard [Redacted] make the remark, "faggot."

[Redacted] reported that [Redacted] immediately informed [Redacted] that the remark about sexual orientation was inappropriate. [Redacted] provided an "on-the-spot verbal admonishment."