The Accountable Official reported that the management inquiry substantiated the allegation. Management will issue the Respondent a Letter of Reprimand. In addition, management will give the Respondent by 3/12/2009 one-on-one training on the Accountability Board, the FAA Zero Tolerance for Harassment policy (video), the FAA internet use policy, and the FAA Table of Penalties.

Coordinated with AHR/ANM-16.
ACCOUNTABILITY BOARD CASE REPORT

Case Number: 2009-0078

New Case on AB Agenda: 02/18/2009
Completed Case on AB Agenda: 02/25/2009

Date of Incident: 02/04/2009
Date Initially Reported: 02/05/2009
Reported to: [Redacted] Manager
Date Reported to Board: 02/06/2009
Reported to Board by: Ed Moy, Director, Western Technical Operations, AJW-W

Reporting Party
Last Name: [Redacted]
First Name: [Redacted]
Region: ANM
Position: Employee
Functional Title: Engineer
Grade: [Redacted]
Gender: Female
LOB: [Redacted]
Facility: [Redacted]

Accountable Official
Last Name: Moy
First Name: Ed
Functional Title: Director, Technical Operations, Western SA
Position: Executive
Phone #: (425) 203-4050
Date AO Notified: 02/06/2009
Notified by: Tom Novak

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

Initial Allegations: Sexual Misconduct

HR Contact
Name: Karolyn Grimes, ANM-10
Phone #: (425) 227-2272
Date HR Notified: 02/06/2009
Notified by: Tom Novak

Resolution Due: 02/27/2009
Date Completed: 02/20/2009

Allegation Description: [Redacted] reported to [Redacted], Manager, that [Redacted] Manager sent her and another FAA employee an email that contained a series of sexually inappropriate photographs of a cow and bull copulating. [Redacted] reported that she was offended by the inappropriate email.