

8/5/2015

To whom it may concern,

On 7/30/2015 the clinic staff had a meeting where (b)(6);(b)(7)(C) asked the entire staff to keep our lunch breaks to 30mins and our breaks to 15mins. In addition, (b)(6);(b)(7)(C) asked the staff not to all go on lunch at the same time from the same area. When this happens this, leaves a part of the clinic short. On 8/4/2015 around 3:00pm, (b)(6);(b)(7)(C) came to the clinic area and asked why (b)(6);(b)(7)(C) was concerned about her, (b)(6);(b)(7)(C), and (b)(6);(b)(7)(C) because they were all on break together right after lunch when the clinic was slow. Some of the clinic staff explained to (b)(6);(b)(7)(C) that we just had a meeting in regard to this situation and that she needed to talk to (b)(6);(b)(7)(C) about this situation, and at that current time (b)(6);(b)(7)(C) was in a meeting with administration. On Tuesday 8/4/2015 on or around 4 pm (b)(6);(b)(7)(C) had a meeting with (b)(6);(b)(7)(C) in regard to the meeting we had on July 30th, because none of these individuals were in the attendance. After her meeting with these individuals (b)(6);(b)(7)(C) came to the clinic area and asked the back staff not to go on breaks together all at the same time and this was just a reminder of the meeting we had on 7/30/2015. The back staff agreed with (b)(6);(b)(7)(C) and respected her decision.

After the back clinic individuals met with (b)(6);(b)(7)(C) around 4:00pm, I sat down and spoke with (b)(6);(b)(7)(C) stating, that if she wanted to go on break with a person from the same area and we are not busy in the back, just ask one of the back staff to cover her position until her break is up. That way her area wouldn't be left unattended leaving one person to cover three stations. (b)(6);(b)(7)(C) was okay with the plan. I was going to tell (b)(6);(b)(7)(C) the same statement that I told (b)(6);(b)(7)(C) but (b)(6);(b)(7)(C) was busy helping a client.

After, I saw (b)(6);(b)(7)(C) busy I decided to talk to her after she was done helping the client. I moved on to tell (b)(6);(b)(7)(C) the same statement I made to (b)(6);(b)(7)(C). I first asked (b)(6);(b)(7)(C) if she was on the phone and she said no she wasn't. I wanted to tell her the plan that I came up with and she immediately got defensive and stated that she wasn't in the mood, that I wasn't part of the meeting, that I needed to mind by own business, and to get out of her office.

I replied to (b)(6);(b)(7)(C) that she didn't need to talk to me like that, and that I will leave her office and she does not need to say anything else to me and I will not say anything else to her. I closed the door and walked into the other phone/fax area where (b)(6);(b)(7)(C) was. (b)(6);(b)(7)(C) came out of the office, started talking to (b)(6);(b)(7)(C) and stated that I was getting on her DAMN nerves. I said to (b)(6);(b)(7)(C) that she won't talk to me that way and that she had better stop talking to me in that vulgar matter.

I then started to walk back to my desk and (b)(6);(b)(7)(C) started following me when noticed that (b)(6);(b)(7)(C) was standing at the back door located in the clinic area. (b)(6);(b)(7)(C) said something to (b)(6);(b)(7)(C) and I replied to (b)(6);(b)(7)(C) to tell her niece to stop talking to me in that unprofessional matter.

(b)(6); immediate said that she had nothing to do with me and (b)(6);(b)(7) (b)(6);(b)(7) left and went outside and talked to (b)(6); (b)(7)(C) and I walked to my desk.

About 20 minutes later (b)(6);(b) (b)(6);(b) came over to me and asked if her (b)(6);(b) (b)(6);(b) and I could sit down and discuss what just happened. (b)(6);(b)(7)(C) (b)(6);(b) and I went into the small conference room where (b)(6);(b)(7) began yelling at (b)(6);(b) (b)(6);(b) and me. (b)(6);(b) (b)(6);(b) threatened me several times telling me to shut up and stop talking while she was talking or else. (b)(6);(b) (b)(6);(b) also stated that I came to the front of the office and just started yelling at her. (b)(6);(b) (b)(6);(b) then said that she was going to call (b)(6);(b) (b)(6);(b) and (b)(6);(b) (b)(6);(b) so that we can resolve this situation.

While (b)(6);(b) (b)(6);(b) was on the phone trying to call (b)(6);(b)(7)(C) (b)(6);(b) and I were talking about her being attitude towards co-workers. That's when (b)(6);(b)(7) (b)(6);(b) stated that she doesn't like me or anybody that worked in the back and that she hates working here. By this time (b)(6);(b)(7) (b)(6);(b) hung up the phone and asked for (b)(6);(b) (b)(6);(b) and I to not talk to each other and that she was going talk to (b)(6);(b) (b)(6);(b) or (b)(6);(b) (b)(6);(b) about the situation. I agreed with (b)(6);(b)(7) (b)(6);(b) and got up and started to leave and (b)(6);(b) (b)(6);(b) started yelling at (b)(6);(b) (b)(6);(b) again about how she hated working here and that she was sick of (b)(6);(b)(7) (b)(6);(b) and her bullshit. (b)(6);(b)(7) (b)(6);(b) asked (b)(6);(b) (b)(6);(b) not to talk to her like that. (b)(6);(b)(7) (b)(6);(b) then said to (b)(6);(b)(7) (b)(6);(b) that she doesn't care about this job and that she could fire her and that she wouldn't care. (b)(6);(b)(7) (b)(6);(b) asked (b)(6);(b) (b)(6);(b) to leave for the day and then (b)(6);(b) (b)(6);(b) turned around violently, said that she doesn't care about this job, and again that she wouldn't care if (b)(6);(b)(7) (b)(6);(b) fired her. .

(b)(6);(b) (b)(6);(b) then asked (b)(6);(b) (b)(6);(b) to leave and she said that she was leaving and "fuck me and (b)(6);(b)(7) (b)(6);(b) That's when (b)(6);(b) (b)(6);(b) told (b)(6);(b) (b)(6);(b) that she can't and won't talk to her and her staff like that and told (b)(6);(b) (b)(6);(b) if she won't leave for the day that she was going to fire her. That's when (b)(6);(b) (b)(6);(b) told (b)(6);(b)(7) (b)(6);(b) that she didn't care and (b)(6);(b)(7) (b)(6);(b) told (b)(6);(b)(7) (b)(6);(b) he was fired. The only reason why I stayed for the conversation between (b)(6);(b) (b)(6);(b) and (b)(6);(b)(7) (b)(6);(b) was because I was scared for (b)(6);(b)(7) (b)(6);(b) After the conversation, (b)(6);(b)(7) (b)(6);(b) called (b)(6);(b) (b)(6);(b) After (b)(6);(b) (b)(6);(b) came to the scene I left and went to my desk.

In conclusion, I feel that not only was I disrespected by (b)(6);(b)(7) (b)(6);(b) but that (b)(6);(b)(7) (b)(6);(b) has no respect for authority or equal counterparts. On this day, I was just trying to help (b)(6);(b)(7) (b)(6);(b) from having problems at work and I tried to walk away, but she continuously approached me in a violate aggressive manner. If you have any questions or concern in regards to this please see me or call me at (b)(6);(b)(7)(C) (b)(6);(b)(7)(C)

Thank You,

(b)(6);(b)(7)(C)

9/22/2015

To whom it may concern,

I'm writing this letter in regard to the situation that occurred on 9/22/15 @ 6:50pm. After completing my work duties on Tuesday, September 22nd, before leaving for the day I went to make sure none of my co-workers needed anything before I left for the day. I was surprised to find all my co-worker except for three were outside talking to (b)(6);(b)(7)(C) former employee

This situation infuriates me because there was still work to be done in the clinic and my co-workers were using company time to talk to an employee that was fired from the company. Second, I was upset with the fact that (b)(6);(b) was still allowed of the property after intimidating and threatening me. I feel like Planned Parenthood of Western and Northern Michigan is not providing a safe work environment and non hostile environment for me.

According to State of Michigan and federal laws harassment is prohibited in the workplace. When an employee has to endure comments, physical contact, physical gestures, or other behavior that creates an offensive atmosphere for that employee this can be concern as hostile environment and harassment.

After doing some reading and research, harassment is a form of employment discrimination that violates Title VII of the Civil Rights Act of 1964, the Age Discrimination in Employment Act of 1967, (ADEA), and the Americans with Disabilities Act of 1990, (ADA). In addition, any employee should be encouraged to report any harassing behavior to their supervisor and/or human resources person or senior manager. In addition the employers cannot retaliate against an employee who complains about harassment. I feel that after the events that occurred between (b)(6);(b)(7)(C) and I, I feel that she shouldn't be let onto the property and I feel that Planned Parenthood of Western and Northern Michigan should keep their current employee safe and free from harassment.

When the situation happened between (b)(6);(b)(7)(C) and I, I was verbally harassed, aggressively approached, offensively labeled, threatened, intimidated by her and her other family members, ridicule, and insulted. After the situation, I feel like the situation had interference with my working relationship and work performance between my other co-workers and I. Furthermore, after talking to (b)(6);(b)(7)(C) and (b)(6);(b)(7)(C) I made it very clear that I would no longer continue my employment if (b)(6);(b) was allowed to return to the company, due to the threats that I received during the situation.

I feel like the company is discriminating against me because the fact they are not taking my complaint seriously based on race and ethnicity. According to Michigan and Federal law, Employers should take steps to prevent violence in the workplace. This may include guidelines quick and appropriate action against any acts or threats of violence. Also, the law states that the workplace should create an environment that will reduce the likelihood of violence in the workplace. I feel also this is not being provided for me if (b)(6);(b) is allowed on the property and is also still being allowed to make verbal threats to me while I'm working at Planned Parenthood of Western and Northern Michigan.

In conclusion, I don't feel that Planned Parenthood is providing me with a safe work and non-hostile environment because of my race, ethnicity, and not taking the complaints seriously. This is a violation of Michigan and Federal, and my Civil Rights. I feel that Planned Parenthood should take my complaint seriously, and protect their current employee workers. I love my job here at Planned Parenthood, but if this workplace harassment continues and I don't feel safe at work then, I will be forced to take further action. I have attached my original statement, and U.S. Equal Employment Opportunity Commission and the statement from Planned Parenthood handbook. If you have any questions for me please feel free to call me at (b)(6);(b)(7)(C)

Thank you

(b)(6);(b)(7)(C)