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**From:** Shelli Rael </o=first organization/ou=first administrative group/cn=recipients/cn=srael>  
**Sent:** Friday, September 14, 2012 11:55 AM  
**To:** Sharon Harrigfeld; Julie Cloud; Nancy Bishop  
**Cc:** Brack, Kathie; Karin Magnelli  
**Subject:** FW: Respectful Workplace & Harassment Policy  
**Attachments:** hurt feelings report.pdf; image003.jpg

FYI. I have sent Jennifer a response, stating:

*Jennifer,  
I did not discuss our conversation with Tasha or Kevin. That is not my place.  
Thank you for sharing your concern and the form you were given. I am following up on it immediately.  
I will be in touch.  
Shelli*

In Julie and Nancy's absence today, I spoke with Karin about this. We are going to discuss with Kathie and probably call Kevin to discuss.

Shelli

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**From:** Jennifer Long  
**Sent:** Friday, September 14, 2012 11:28 AM  
**To:** Shelli Rael  
**Subject:** Respectful Workplace & Harassment Policy

Hello Shelli,

I'm sorry to have to contact you again but my situation is not improving. In fact, Tasha's treatment of me has only gotten worse. Per the Respectful Workplace and Harassment policy "Disrespectful behaviors are not tolerated" and "It is against policy to participate in workplace bullying. Workplace bullying refers to unreasonable actions of individuals (or a group) directed towards an employee (or a group of employees), which humiliates, intimidates and/or sabotages performance."

The attached document was handed to me by Tasha at the end of the day yesterday. She said she had a form for me to fill out and sign. She was laughing at me while she gave it to me. This was done in front of Kevin's open office door while he was sitting at his desk. He saw her hand it to me and I believe his response was "Are you giving that to her?" Tasha continued laughing and said yes.

I felt completely humiliated and embarrassed. I had assumed that after our conversation on Wednesday you must have talked to Tasha or Kevin and this is what spurred Tasha's actions. I hope I'm wrong because our conversation was confidential.

As you can imagine, I feel very uncomfortable at my job. I have felt sick to my stomach since this occurred yesterday. I was so upset that it brought me to tears and I'm not a person that cries easily. I am not sure what Tasha's motives are but it seems like she is trying to push me into quitting my job by making my work situation miserable. That is not an option for me. I have a family to help support and we don't have the luxury of me being a stay at home mom.

I'm not sure if there is anything you can do about this but it does need to be addressed.

Thank you for your time.

