

Interview of 2

An interview was conducted on April 7th, 1999 with 2 at the offices of attorney 18. Present at the interview was 2, Michael Armitage and Ron Guess of Armitage & Associates, Abby Goetter of the City of Milwaukee Workman's Compensation Department, and attorney 18.

(2's sister) was in an adjacent waiting area and listened to the entire interview.

2 was informed that Armitage and Guess were present on behalf of the City Attorney's office and were conducting an investigation regarding formal and informal complaints and allegations of harassment and discrimination violations within the Milwaukee Water Department.

2 was upset at the beginning of this interview and indicated she was nervous and felt like throwing up because of her fear of retaliation if she began "naming people". She was asked to describe her employment with the City from the beginning, in chronological order, and explain her complaints, problems and other observations as best she could remember. She said because of the time which has elapsed since some incidents, she may not be able to discuss everything in exact chronological order, but she would try.

In 1986 she began at the Water Department as a trainee and went to Linnwood for a couple years. She was eventually transferred due to her initial sexual harassment complaints and after four (4) years she quit. She then worked as a licensed practical nurse (LPN) performing private home care nursing duties. After a year, she left nursing and came back to the City in 1991 "for the benefits". She moved back and forth between Linnwood and Howard, often due to harassment incidents and changing positions, and has been an Operator III for seven (7) years.

She stated the harassment started with 4 who she began dating a month into her employment. She dated him for about three (3) months until the relationship ended because of how he tended to "humiliate" and "embarrass" her in front of other people. He would put his hand on her leg in the lunchroom, rub up against her and follow her into the ladies' room. She said he once put keys in his pants pocket and said "get them". On another occasion, he "pulled his dick out" and said "touch it". She was so disgusted with this type of behavior and the embarrassment it was causing her, she decided to "break it off" and told him so. She said he began to do everything he could to get her back, such as following her around, coming to her home without being invited, calling her constantly, waiting on the side of the road to meet her, talking about her to others, etc. 2

said 63 witnessed him following her into the ladies room and 6 was a witness to many of these type of actions by 4. 2 asked 4 why he would not leave her alone, and he responded "because I love you" and he would "cry and beg" for her to come back to him. Over a long period of time, 4 continued saying

things to her such as "you broke my heart" and he would also bang his head against the wall or locker saying "2, 2, 2". 2 noted she had a child from her marriage to a black man and 4 mentioned that his new wife's ethnically mixed child reminded him of her child. She stated that she could not get 4 to stop going after her and he was still bugging her constantly by his "whining and begging", and saying things like "2 I need to talk to you". She said he went as far as to climb trees around her house, blow her kisses, and would even hide behind her garage to meet her when she came out of her home. 2 said 4 "just did not get it".

2 described another harassment matter that occurred when she was driving a vehicle with 64 during work, who she described as "pimpish" and "sleazy". He made her drive to "the ghetto" where they arrived at a house and 64 jumped out of the truck and went inside. She said he made her wait an hour alone in the vehicle before he finally returned. Several individuals took notice of her sitting alone in the vehicle and started making comments toward her which she could not hear because she had the windows up and the doors locked. 2 said she was very upset, nervous and fearful while waiting by herself in the vehicle in such a dangerous neighborhood. She confronted him and told him never to do it again.

She noted that 64 was supposed to train her, but all he did was show her how to do his work so he would not have to do anything. 2 said she was afraid of him

SUSPICION

Examples of other forms of harassment was pornography lying around. Also when she spoke with coworkers or tried to make suggestions they would usually react by telling her "tough shit". 2 said she was hurt by a hose when she fell in the sludge and the reaction from her male coworkers was to laugh and say they wanted to "hose her off".

SUSPICION She felt she had been treated badly by these coworkers such as when they made her shovel sand while they stood around and watched. SUSPICION She said some of the guys would make "perverted" statements repeatedly such as "sex is art". 2 said she finally had to "get in their faces" about how they were treating her which stopped some of their harassing behavior.

2 said 65 (ph), who trained her at one time, hated her and seemed to "get down" on her only because she was a female. Pornography movies would be playing every night in the lunch or break room while the employees either watched the tapes or did nothing to stop it. When she tried to get them to stop, they would just ignore her or make "disgusting" remarks to her. 2 said she was very hesitant "to name names",

but finally indicated that a few of those watching these movies was 66 (ph), 67 and 68 (ph).

Her office had a strong chemical smell so she would use the lunchroom to work in, but she could not stand the "constant porno on the TV" and "it was impossible to stay in there". She told them it was "sick" to watch "that shit" while at work and they should stop. They always refused and told her they liked it and "you women don't tell us what to do". What really disturbed her was how after they watched pornography movies and looked at adult magazines, they would "eye her up and down" and make her feel very uncomfortable.

Z mentioned that beer cans and booze bottles were "laying all over the place" and all the guys were "jerks". If she dared complain they would make comments such as "you have to fit into our world, baby". She emphasized that she was upset so often she would tell everybody, including her supervisors, what was going on. The general response she got was that she should not go against union buddies. She said it was no use reporting it to her operator in charge because he was one of those watching the pornography movies.

Z then discussed how 10 began "hitting on her". He was an instrument technician and she often depended on him for various repairs, and on one day in 1994 he told her "I want to fuck your brains out". She said she could not get away from him and he was a real nuisance whose actions should have been obvious to the supervisors and others because he acted this way right outside their doors. 12 told Z to make a formal written complaint, but she did not because she figured 12 had "seen it all anyway" and what good would it have done to put it down on paper. She said she always rejected him and never led him on, but in his mind "no" meant "maybe". He made the comment that she was better than his wife.

Z then detailed how in December, 1997, 10 came to her house at 5:00 a.m. and assaulted her. When she came out of her bedroom in a robe and pajamas, he was in her living room and told her "we have to talk about us". She said there was never an "us" which upset him and he grabbed her and said "you want me and you know it". His actions made her extremely fearful and he backed off when her son came in. She did not smell alcohol on him and he did not seem drunk. She called the police and filed a complaint for a temporary restraining order (T.R.O.), and the police department spoke with 10 and his wife.

On December 14th, 1997, 10 came to her home in violation of the T.R.O. and she, with the help of 1 and 12, made a complaint against him. Some time later she learned that 3 sent 10 an e-mail message as if it was from Z and made comments such as "come and nibble on my ear". 10 apparently thought

2 asked him to come over, so he did. She said she explained the details of the assault to 12 and how the situation had pushed her over the limit, as well as the details of 4 harassment. 2 said 12 appeared to write down the details and said she would take care of it. She also noted that 3 often got on other people's computers without their permission.

2 said that after some time went by, 4 still had not yet been "dealt with" and he continued to leer sexually at her, stare at her crotch, etc. She was afraid of 4 because of the complaint she made against him and possible retaliation. She avoided 4 as much as possible, but "got stuck" with him when she worked a double shift in 1998 during which time he constantly tried to get her attention, "ogled" and stared at her. It got to the point where she felt like screaming at him and getting in his face and saying "What the fuck are you looking at?" He made vulgar comments to her regarding how he loved her feet, about his "dick", and how she turned him on. He would often get mad at her because she ignored him and he would in turn ignore her when she asked him about work related matters. She said she did not report him because she knew nothing would be done about it, but decided to never work with him again. 2 pointed out that it was common knowledge throughout the Water Works that she had problems with 4 and he still called and asked her out once in a while. She said he calls less frequently now, maybe six (6) times in the last year, though he still "leers and stares" at her and 6 was a witness to this behavior. 2 added that 12 should have a complete history on what he has done to her.

SUSPICION

HEARSAY

SUSPICION

2 noted that after the incident between her sister (1) and 3 , people treated her "especially like shit". She would often get "ditched". Coworkers would take off leaving her alone and she would not know where they went. She said the atmosphere became such that nobody wanted to work with her. They would leer at her and 3 told her "I'll get you". She considered all of this type of behavior as harassment.

2 said she began seriously considering making a formal sexual harassment complaint during her attendance at the sexual harassment class and hearing what behavior was considered harassment. She said it finally dawned on her that she definitely had some complaints and her treatment by certain people over the years had crossed the line. During the harassment training class she felt nervous and was afraid to talk up or ask questions because 3 was present. Afterwards, she went to 61 and explained to her what was going on. She was not happy when 61 said loudly "Who is 3 " right in the class area so that several other people knew what they were talking about. 61 told her to come and talk with her in private, but 2 was afraid to do this because the whole situation might "blow up".

Later on she went to 12 and asked her what was being done in regards to 4 's harassment of her. 2 could not believe it when 12 told her she had taken no action on the 4 issue because she thought 2 had only mentioned 4 in her previous comments as an example and did not have any specific complaint against him.

2 became extremely angry at 12 because she (12) "knew darn good and well" that her statements to 12 were to be considered as complaints against 4

2 felt 12 did not act on her 4 complaint "on purpose" for some reason.

When 12 asked 2 for more details, she yelled back at 12 that she (12) had plenty of notes from their previous discussion and she was not going to go over it all again. She was so angry at 12 that she went to speak with 61 and told her the biggest problem she had with 12 was how she covered for the guys, but never for her (2

As she was explaining her situation to 61 , 61 constantly had trouble getting the names right. About halfway through their discussion, 2 became so frustrated with 61 's inability to understand what she was talking about, she almost said to forget the whole thing. 61 frustrated 2 even more when she said "Why don't you just move to another department". 2 said she knew the idea of just moving people around was no answer to the underlying problems she was experiencing. It seemed to her that 61 was giving her the usual "non-effective" answer she was used to getting from the City.

On one occasion, 13 called 2 into his office and told her that 70 mentioned to him that she (2) had gone to 61 to discuss the 4 matter. 13 told 2 that she should come to him instead of 12 , because

12. would not do anything to help her. 2. said 13. in the end always seemed too busy to help her out.

She went to 71 (ph) and discussed how horrible she was feeling, her body aches, her sleeplessness, her fear, etc., and his suggestion was "Well, maybe you need a transfer". 2. got so mad she screamed at him with comments such as "why should I have to transfer?" and "I've been through all of this and transferring doesn't do any good". She reiterated that the City's solution to everything was to "shuffle things around" instead of handling the problems, making tough decisions, and doing what they are supposed to do to stop this kind of behavior. *

2. went to the Crisis Center on February 1st, 1999 and saw 72. She explained her shoulder pain from utilizing a paging system that necessitated reaching up a hundred times or so a day. She also mentioned how nobody was taking her seriously. She saw 73, a psychiatrist, who said she had major depressive disorder that needed therapy. She also mentioned that another transfer was not a good enough answer from the City. Her doctor told her she was not in good shape. February 15th, 1999 was her last day at work.

She discussed her fear of 3 due to his violent behavior and the fact that she knew he said things like "Don't think I never did nothing to no one....Don't think I won't get anyone who fucks with me". She said 8 was a witness to this type of talk.

2. indicated that she felt somewhat hostile now because of the stress and problems she had experienced. She said she had not always felt this way and she was not normally this type of person, but because of 4 3 10 and 64, she was having a very hard time dealing with it.

SUSPICION

She said 3 was on numerous drugs, never stopped talking, and was still involved in explosives and poisonous snakes. She said he did not hesitate to do cowardly things behind people's backs, such as slashing tires and breaking windows, and overall he was just a coward, though she was still afraid of him because "he is a scary person". She noted that when he got mad, he has done strange things such as the time he smeared grease all over the bathroom and threw grease in a filter bed. She noted how reckless he was, such as when he practiced shooting his pistol at work around dangerous chemicals, equipment, etc. "He is a disaster waiting to happen." She stated that even though he messes around with fireworks, shoots guns and has all kinds of problems, management wants to keep him on because he has the skills to do his work. *

There was an incident involving the skinning of a dead deer at a plant which 2_ witnessed. When she expressed annoyance that this was going on, they cut off the deer's tail and placed it in a location where they knew she would see it. The only names she would mention regarding this incident was 39 who she said was there.

SUSPICION

2_ said another of her major concerns was that she could not depend on anybody to assist her should she experience some physical danger. For instance, there could be a chemical leak, or any of a number of dangerous work situations, and that "the whole area is a dangerous place to work". She felt she could not depend on anyone to help her and could easily imagine everyone standing around and watching her get hurt without doing a thing to help her. She stated that she was surrounded by "hostile people" in a dangerous place and she was fearful and upset by this situation.

HEARSAY

2_ was also frustrated about how 9_ made a "big speech" about how surveillance cameras were going to be installed to keep track of what workers were doing on the job, but nothing was actually done.

2_ concluded the interview by stating she was extremely upset with the whole situation and she wanted to know when was the City going to do something about it. She noted that she needed food and had a landlord to pay, and why was she being punished for other people's behavior.