USDA/OASCR
“Broken Promises and Careers”
Wrongdoing and Corruption
in the EEO Complaints Process

Nadine M. Chatman
December 10, 2015
OPEN LETTER TO SECRETARY

Dear Mr. Secretary,

Once again we find ourselves writing to you about the Office of the Assistant Secretary of Civil Rights (OASCR) and the Conflict Complaint Division formerly known as the Corporate Services Division (CSD). We are concerned about the "broken promises and careers" and wrongdoing and corruption in the EEO Complaint Process at USDA.

The favoritism in OASCR and especially in the hiring for the Directorship of CCD has to stop. Employees in the Adjudication Division and others should also be looked at. The processing of EEO complaints is a serious matter and should be treated as such. CCD should not be a pass through for Dr. Leonard’s protégés. An experienced professional is needed in that job.

The complainants who make contact with CCD are reaching out because they are in need of assistance and most of the time they are distraught and are at their wits end. It is widely known that employees who file EEO complaints are at risk for ending their careers at USDA. Your employees want to turn to someone who they can trust and unbiased professionals who will process their complaints with absolute neutrality.

So once again, we are providing documents to you for review (from 2013 to the present) and other like-minded individuals who share our concerns about OASCR and CCD. We have gathered a series of text messages, exerts from the Office of Special Counsel Report, USDA Anti-Harassment Policy, the USDA Ethical Conduct policy, exerts from the Draft Harvard Report on ADR, the September 2015 Office of Inspector General (OIG) Report on OASCR contracts and spending habits and other documents, some you are familiar with and some not so familiar to you. We are not providing any commentary but are insistent upon you knowing the truth about the wrongdoing in OASCR. After all, “when you see something, one is supposed to say something”.

We are asking that you review the unedited documents in this presentation and determine for yourself the course of action needed to restore good faith and confidence in the EEO process at USDA.

We trust you will make the right decision this time and either move CCD to the Department Level as provided for in the Departmental Management Regulations and with respect to staffing you know what is best for the Organization. However, Dr. Joe Leonard, Ms. Candace Glover, Ms. Winona Scott, Mr. Kirk Perry and other responsible managers should be called on the carpet for their actions.

Silence in not an option in this matter.

Respectfully,

Concerned Citizens
Former USDA Employees
Dr. Joe Leonard, Assistant Secretary for Civil Rights (OASCR)

BIO

Agriculture Secretary Tom Vilsack swore in Dr. Joe Leonard, Jr., as Assistant Secretary for Civil Rights on April 6, 2009. Nominated by President Barack Obama and confirmed by the U.S. Senate on April 2, 2009, Assistant Secretary Leonard is the longest serving Assistant Secretary for Civil Rights in USDA's history.

Assistant Secretary Leonard is a native of Austin, TX. He holds a Ph.D. in American history with a specialization in civil rights history from Howard University, Washington, DC; an M.A. degree from Southern University, Baton Rouge, LA; and a B.A. degree from Huston-Tillotson University in Austin, TX.

Before joining USDA, Assistant Secretary Leonard served as Executive Director of the Congressional Black Caucus (CBC) under the leadership of Representative Carolyn Cheeks Kilpatrick (D-MI)). While at the CBC, Leonard managed the daily activities of the Caucus and helped guide the legislative policy for its 43 congressional members.

Prior to his role at the CBC, Assistant Secretary Leonard served as the Executive Director of the Black Leadership Forum, an umbrella organization of 32 member groups that together work to develop and implement progressive public policies for social change. He has also served as the Washington, DC Bureau Chief of the Rainbow/ PUSH Coalition and Director of the Arthur Fleming Institute of the Center for Policy Alternatives.

Assistant Secretary Leonard and his wife, Dr. Natasha Cole-Leonard are proud parents of a 12-year-old son, Cole.
USDA Office of the Assistant Secretary Civil Right (OASCR)

ORGANIZATION CHART
OASCR STAFF

OASCR Leadership and Organization

- **Data and Record Management Division (DRMD)**
- **Conflict Complaints Division (CCD)**
- **Early Resolution and Conciliation Division (ERCD)**
- **Office of Adjudication (OA)**
  - Program Adjudication Division (PAD)
  - Employment Complaints Division (ECD)
  - Employment Investigation Division (EID)
  - Program Investigation Division (PID)
- **Office of Compliance, Policy, Training & Cultural Transformation (OCPTCT)**
  - Compliance Division
  - Policy Division
  - Training and Cultural Transformation Division (TCTD)
White House Letter OSC File Nos. DI-14-2558, DI-14-4627, and DI-15-0001
5-18-2015

The President
The White House
Washington, D.C. 20500

Re: OSC File Nos. DI-14-2558, DI-14-4627, and DI-15-0001

Dear Mr. President:

Pursuant to my duties as Special Counsel, enclosed please find the U.S. Department of Agriculture's (USDA) report based on disclosures of wrongdoing at the Office of the Assistant Secretary for Civil Rights (OASCR). The Office of Special Counsel (OSC) has reviewed the report and, in accordance with 5 U.S.C. § 2407, provide the following summary of the allegations and our findings.

Three USDA OASCR employees, Gayle Peterson, the former branch chief of the Corporate Services Division (CSD), Nadine Channer, a CSD program manager, and Lawrence Albert, an early resolution specialist, alleged that OASCR managers engaged in conduct that may constitute a violation of law, rule, or regulation, gross mismanagement, or an abuse of authority. The whistleblowers alleged that OASCR managers did not take timely action on Equal Employment Opportunity (EEO) civil rights complaints filed against high level USDA officials, that the organizational structure of OASCR violated EEO management directives and USDA regulations, and that senior OASCR managers directed the intentional deletion of EEO complaints filed against USDA senior management.

The agency substantiated these allegations in part, concluding that almost 50 percent of civil rights complaints filed against high level USDA officials were not acted on within the legally required timeframe. The report further substantiated that OASCR’s use of contractors to process complaints filed against high level USDA officials violated USDA regulations. However, the investigation did not reveal any evidence indicating that those complaints were intentionally delayed or deleted by OASCR managers. In response to those findings, the agency has reduced complaint processing times and is working to implement case review processes that do not violate regulations.

I have reviewed the agency’s reports and the whistleblowers’ comments and determined that the agency’s findings are partially unreasonable. While the agency implemented reasonable corrective actions that appear to resolve the identified...
The Whistleblowers' Disclosures of the OSC Report

- OASCR is responsible for ensuring compliance with federal civil rights laws including Title VI and VII of the Civil Rights Act of 1964. OASCR also serves as a secure channel for individuals to file EEO complaints against the agency. CSD is a unit within OASCR and is responsible for reviewing EEO complaints filed against USDA officials to determine whether conflicts of interest exist. Conflicts occur when EEO complaints are filed against department-level management, an employee of the Office of the Secretary, or an employee of other civil rights offices within USDA. Failure to Act on EEO Complaints Under EEO regulations, an agency must conduct an impartial and appropriate investigation into an EEO complaint within 180 days of filing, unless an extension is agreed upon by the claimant and agency. See 29 CFR § 1614.108. If this deadline is not met, the agency is subject to sanctions, such as attorney's fees or default judgments. See 29 CFR § 1614.109(£)(3).

- The whistleblowers discovered a number of EEO complaints in the USDA case management system that exceeded the 180-day limit for investigation, without an agreed extension. Ms. Petersen determined that many outstanding complaints were filed against Winona Lake Scott, the associate assistant secretary for civil rights; Frederick Pfaeffle Arana, the deputy assistant secretary for civil rights; Joe Leonard Jr., the assistant secretary for civil rights; plus USDA management officials in Human Resources, Labor Relations, and the Office of General Counsel. The whistle blowers asserted that there were over 1 00 unresolved cases filed against these individuals, some of which were unaddressed for up to five years.
USDA Ethical Conduct

TO: All USDA Employees  
FROM: Thomas Vilsack  
SUBJECT: Ethical Conduct

Maintaining high ethical standards is essential to gaining the public's trust. Everyone who enters into public service for the United States has a duty to the American public to maintain the highest standards of integrity. The faith and confidence of the American public in the integrity of its Government rest not only on what we do, but also on how we do it.

I have every reason to believe that the vast majority of employees at the Department of Agriculture work diligently to meet both the letter and the spirit of the ethics laws and regulations. Your sense of integrity and commitment to ethical standards are something in which the American public can take pride. In this, we must not only follow our personal standards of integrity but also adhere to specific time-tested ethics laws, regulations, and principles that govern our participation in official matters where those matters intersect with our personal interests. Honorable intentions and personal ethos do not excuse conduct that causes the public to doubt the integrity and fairness of our programs and services.

Accordingly, all employees of the Department of Agriculture need to be thoroughly familiar with and faithfully observe all applicable ethics laws and regulations, including the Federal conflict of interest statutes and applicable regulations, namely the Standards of Ethical Conduct for Employees of the Executive Branch and the Supplemental Standards of Ethical Conduct for Employees of the Department of Agriculture. These can be accessed under "Rules of the Road" at the USDA Office of Ethics website: www.usda.gov/ethics.

While these laws and regulations are detailed and fairly technical, employees can always focus on the 14 core principles set forth at the end of this memorandum. Moreover, all incoming non-career employees at USDA shall become familiar and comply fully with the requirements set forth in President Obama's Executive Order concerning Ethics Commitments by Executive Branch Personnel, issued on January 21, 2009. Finally, I expect all USDA employees to meet all ethics training and financial disclosure requirements in a timely manner.

Maintaining high ethical standards of conduct is not just a worthy goal; it is vital to our being able to accomplish our mission. We are faced with meeting some of the most challenging issues of our time, and we cannot afford to be sidetracked—even for a moment—by allegations of unethical conduct, whether based in fact or on appearance. We can only increase the public's confidence in the integrity and effectiveness of our programs by ensuring that we know the rules and abide by both the letter and the spirit of those rules.
14 CORE PRINCIPLES OF GOVERNMENT ETHICS

• Public service is a public trust, requiring employees to place loyalty to the Constitution, the laws, and ethical principles above private gain.
• Employees shall not hold financial interests that conflict with the conscientious performance of duty.
• Employees shall not engage in financial transactions using non-public Government information or allow the improper use of such information to further any private interest.
• An employee shall not, except pursuant to such reasonable exceptions as are provided by regulation, solicit or accept any gift or other item of monetary value from any person or entity seeking official action from, doing business with, or conducting activities regulated by the employee's agency, or whose interests may be substantially affected by the performance or non-performance of the employee's duties.
• Employees shall put forth honest effort in the performance of their duties.
• Employees shall make no unauthorized commitments or promises of any kind purporting to bind the Government.
• Employees shall not use public office for private gain.
• Employees shall act impartially and not give preferential treatment to any private organization or individual.
• Employees shall protect and conserve Federal property and shall not use it for other than authorized activities.
• Employees shall not engage in outside employment or activities, including seeking or negotiating for employment, that conflict with official Government duties and responsibilities.
• Employees shall disclose waste, fraud, abuse, and corruption to appropriate authorities.
• Employees shall satisfy in good faith their obligations as citizens including all just financial obligations and especially those—such as Federal, State, or local taxes—that are imposed by law.
• Employees shall adhere to all laws and regulations that provide equal opportunity for all Americans regardless of race, color, religion, sex, national origin, age, or handicap.
• Employees shall endeavor to avoid any actions creating the appearance that they are violating the law or the ethical standards promulgated pursuant to this order.
OASCR Management Bad Behavior OIG Investigation /50099-0001-12

OFFICE OF INSPECTOR GENERAL

Review of Expenditures Made by the Office of the Assistant Secretary for Civil Rights
Finding 1: OASCR Did Not Comply with Federal and Departmental Expenditure and Accounting Guidelines

We determined OASCR improperly entered into agreements with vendors and other organizations for services and sponsorships totaling approximately $2.65 million during FYs 2009 through 2013. This occurred because, for certain legal instruments (i.e., procurement contracts), OASCR did not follow applicable guidelines to establish the obligation or it did not maintain sufficient documentation for OIG to discern whether the payment was proper. For example, OASCR personnel did not know which purchases required the use of a warranted CO and which purchases did not, such as micro-purchases. Involvement of a warranted CO is necessary for procurement contracts because this individual is trained to ensure Federal procurement law is adhered to, proper competition is obtained, and the price paid for goods and services is fair and reasonable. When funds are obligated without sufficient documentation to discern whether the payment was proper or through the improper use of a legal instrument, the subsequent payment is considered improper. As a result of OASCR entering into these improper agreements and subsequently paying the vendors for the goods and services received without maintaining sufficient documentation, these transactions and the dollars associated with them are considered improper payments. In February 2013, OPPM instructed OASCR staff to obtain procurement training, which it provided to OASCR on September 5, 2013.
Office Of Inspector General Findings On OASCR Mismanagement

The Office of the Assistant Secretary for Civil Rights (OASCR) provides leadership and direction for the fair and equitable treatment of all Department of Agriculture (USDA) customers and employees, as well as enforces civil rights within USDA programs. To meet its goals, OASCR expends funds on salaries and benefits, purchases goods and services, and engages in sponsorships. The Office of Inspector General (OIG) conducted preliminary work and identified anomalies pertaining to OASCR procurements. Based on this work, we performed a more in depth review of OASCR’s expenditures for fiscal years (FY) 2009 through 2013. During this 5-year time period, we determined OASCR improperly entered into agreements of approximately $2.65 million with vendors and other organizations for services and sponsorships, without providing sufficient documentation for OIG to discern whether the payment was proper. As a result, while one agreement totaling $50,000 was properly ratified, thereby validating the procurement contract and subsequent payment, we identified approximately $2.6 million in improper payments made without sufficient documentation. This occurred because OASCR did not properly identify which legal instrument to use for the applicable expenditure, and, also, for certain legal instruments (i.e., procurement contracts), OASCR did not follow the applicable guidelines to establish the obligation. However, we found that OASCR has taken action to rectify the issues identified.

In addition, we determined that the ratification of unauthorized contracts was not adequately documented.
Of the $2.65 million in agreements that OASCR entered into, it attempted to submit payments to 10 vendors for $704,000 through OPPM’s contracting office –POD. POD identified that these payments were the result of unauthorized commitments resulting from unauthorized contracts entered into by OASCR. Subsequently, POD attempted to ratify all 10 procurement contracts. However, due to a lack of supporting documentation, we could not determine if 9 of the 10 ratifications were valid. We consider these 9 unauthorized contracts, totaling about $654,000, as still being unratified, since no binding agreement appears to have existed, as required by 31 U.S.C. § 1501(a)(1). Therefore, a valid obligation of funds for those commitments did not occur. Because OASCR paid the vendors, and the ratifications were not completed properly, these payments to vendors are improper. (See Finding 2 and Exhibit A.)

AUDIT REPORT 50099-0001-12 5
OIG Report discloses Other OASCR Unsupported Expenditures

• Given that unauthorized commitments are not readily identifiable, we designed tests to trace expenditures made back to supporting documentation. Using financial accounting data, we identified that 629 of the 1,744 OASCR transactions from FYs 2009 to 2013 were related to expenditures over the micro-purchase threshold, according to the budget object classification code. We then reviewed the available supporting documentation for all 629 to determine if an appropriate legal instrument was used to support the expenditure. We found that 130 transactions (21 percent), totaling over $1.94 million, were improper payments because OASCR made payments, but could not provide proof of a valid procurement contract, grant, cooperative agreement, or other legal instrument or authority. For example, OASCR made:

• 6 payments, totaling $798,998, to a firm for equal employment opportunity counseling and alternative dispute resolution services;
• 7 payments, totaling $42,000, to a single vendor for independent reviews of final agency decisions on a sample of USDA civil rights complaints;
• 25 payments, totaling $179,794, to one vendor for access to an online legal database; and
• A $15,000 payment to sponsor a Youth in Agriculture Pavilion at a children’s holiday event.

• As a result of our review, we identified improper payments totaling approximately $2.6 million (improper payments totaling over $1.94 million and improper ratifications of contracts of about $654,000).
• For the 130 transactions that we identified as improper, we did not make a determination which legal instrument should have been used. To do so would have required making a determination
Sexual Harassment on the Job
Why Do OASCR Managers Not Understand the Seriousness of this Matter?

A sexual relationship between a boss and a subordinate is definitely not private. The relationship may be consensual at the start, but things can go wrong later. Another consequence can be that co-workers of the lower-level person involved in a relationship with a powerful person perceive favoritism—that, while the relationship lasts, the romantic partner gets less work, more privileges, and so on.

Does USDA have policies in place to address this issue? An intimate relationship between a boss and a subordinate from any employee to anyone in his or her reporting hierarchy should be prohibited and policies should be put in place at USDA. Also, high-level executives should be barred from having a sexual relationship with any company employee. “Where a person has the ability to supervise or otherwise materially affect an employee’s terms and conditions of employment, they should not be involved in a relationship. Nor should the partner of the high level supervisor be allowed to discriminate against his/her subordinates.

The Ellerth and Faragher rulings in 1998 established that employers can be liable for sexual harassment if a supervisor was involved, even if no tangible negative employment action was taken against the subordinate. The Burlington Northern v. White 2006 decision extended the definition of an adverse employment step, while the Crawford v.[county governments] of Tennessee 2009 ruling broadened the class of people who can charge retaliation; both cases involved sexual harassment.
A Very Special Friendship between Supervisor and Subordinate beginning in 2013 - Present

1. Dr. Joe Leonard – Assistant Secretary for Civil Rights, SES

2. Fred Pfaeffle Arana – Deputy Assistant Secretary for Civil Rights

3. Winona Scott – Associate Secretary for Civil Rights


5. Kirk Perry – Director of Employment Adjudication

6. Candace Glover – GS/13 - EEO Specialist
ASCR Dr. Joe Leonard (SES) and Subordinate Candace Glover (GS/13) Out for Drinks and Cigars on November 26 - 27, 2013, 1:13 am
Why Can’t Favoritism At USDA Be Stopped?

Since this very special relationship between Dr. Joe Leonard and Candace Glover began, every promotion, trip they have taken are the opportunity to attend numerous trainings are suspect.

Widespread Favoritism May Constitute Hostile Environment Harassment

If favoritism based upon the granting of sexual favors is widespread in a workplace, both male and female colleagues who do not welcome this conduct can establish a hostile work environment in violation of Title VII regardless of whether any objectionable conduct is directed at them and regardless of whether those who were granted favorable treatment willingly bestowed the sexual favors. In these circumstances, a message is implicitly conveyed that the managers view women as "sexual playthings," thereby creating an atmosphere that is demeaning to women.

Both men and women who find this offensive can establish a violation if the conduct is "sufficiently severe or pervasive 'to alter the conditions of [their] employment and create an abusive working environment.'" Vinson, 477 U.S. at 67 [quoting 6676Henson v. City of Dundee, 682 F.2d 897, 904, 29 EPD ¶ 32,993 (11th Cir. 1982)]. An analogy can be made to a situation in which supervisors in an office regularly make racial, ethnic or sexual jokes. Even if the targets of the humor "play along" and in no way display that they object, co-workers of any race, national origin or sex can claim that this conduct, which communicates a bias against protected class members, creates a hostile work environment for them. See Rogers v. EEOC, 454 F.2d 234, 4 EPD ¶ 7597 (5th Cir. 1971), cert. denied, 406 U.S. 957, 4 EPD ¶ 7838 (1972) (discriminatory treatment of medical patients created hostile work environment for plaintiff employee); Commission Decision No. 71-969, CCH EEOC Decisions (1973) ¶ 6193 (supervisor’s habitual use of racial epithet in referring to Black employees created discriminatory work environment for White Charging Party); Compliance Manual Volume II, Section 615.3(a)(3) Examples (1) and (2) (sexual harassment of females may create hostile work environment for other male and female employees).
Candace Glover (GS/14-15), Director Conflict Complaints Division (CCD) Career at USDA

BIO

Candace B. Glover is Director of the Conflict Complaints Division within the Office of the Assistant Secretary for Civil Rights in Washington, DC. In this capacity, she is primarily responsible for the overall direction, management, and processing of conflict of interest and highly sensitive Equal Employment Opportunity (EEO) complaints of discrimination for USDA.

Collaterally assigned to the ASCR and to the Compliance Division of OASCR, Ms. Glover wears three hats. She stays on the road with Dr. Leonard. Ms. Glover is an African American female under 40 years of age. Ms. Glover worked in DM from 2010 to 2012 before being transferred to OASCR.

<table>
<thead>
<tr>
<th>Position Title, Series, Grade</th>
<th>Dates in Position</th>
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<tbody>
<tr>
<td>GS-0360-9/5 Equal Opportunity Specialist</td>
<td>June 2010-February 2011</td>
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<tr>
<td>GS-0360-11 Equal Opportunity Specialist</td>
<td>February 2011-March 2011</td>
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<tr>
<td>GS-0360-12 Equal Opportunity Specialist</td>
<td>March 2011-March 2012</td>
</tr>
<tr>
<td>GS-0260-14 Director, Conflict Complaints Division</td>
<td>December 2014-December 2015</td>
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<tr>
<td>GS-0260-15 Director, Conflict Complaints Division</td>
<td>December 2015-Present</td>
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If an employee did not satisfy the requirements for the GS/12, how can she qualify for a GS/14/15?

(a) Advancement to positions at GS-12 and above. Candidates for advancement to a position at GS-12 and above must have completed a minimum of 52 weeks in positions no more than one grade lower (or equivalent) than the position to be filled.

(b) See http://www.ecfr.gov/cgi-bin/text-index?rgn=div6;node=5%3A1.0.1.2.31.6
• From: Glover, Candace - ASCR  
Sent: Tuesday, June 17, 2014 10:12 PM  
To: Perry, Kirk - ASCR  
Subject: Effective Immediately  
Importance: High  
Sensitivity: Confidential  
• Kirk,  
•  
• Unfortunately, it has come to this. Please accept this letter as formal notification that I am resigning from my position with the Employment Adjudication Division. While two weeks’ notice is standard, in light of recent events, my resignation is effective **Friday, June 27, 2014**.  

• Please understand that this was not an easy decision on my part. Until recently, my experience in EAD has been both challenging and rewarding. I felt appreciated, supported, and valued, which in turn made me work harder to complete assignments, meet division goals, and deliver record-setting results. However, beginning April 2014, and continuing, my experience in EAD has been combative, unproductive, and abusive. I have watched you bully staff members, and browbeat contractors and agency officials. I attempted to “create my own heaven” by being proactive but you rebuffed my efforts through sarcasm and ridicule. You openly embarrassed me in front of my colleagues on more than one occasion and you refused to apologize. Most recently, you insulted my work ethic and devalued me in front of the entire staff and when I attempted to defend myself, you openly stated that “if I did not like it, I could just quit!”
Candace Glover B’day Resignation Joke for Dr. Joe Leonard Cont’d

- After careful consideration, I have decided to move on. I refuse to continue working for someone who cannot appreciate my talents, work ethic, and intelligence. Further, I will **not** be returning to PPIII except to retrieve my personal belongings. If you **must** contact me, I will be in the Whitten Building for the duration of my tenure with USDA. Additionally, regarding the status of my assignments, please choose one of the following options: (a) I Don’t Care; (b) I Didn’t Do It; or (c) All of the Above.

- Good luck and nice knowing you!
- Candace Glover

- **Candace B. Glover**
  - EEO Specialist/Adjudicator
  - Employment Adjudication Division
  - Patriots Plaza III, Room 7-139B
  - Washington, DC 20024
  - V: 202.720.3680
candace.glover@ascr.usda.gov

- “Be yourself; everyone else is already taken” -Oscar Wilde

- “The privilege of a lifetime is being who you are” -Joseph Campbell

- “This resignation is for entertainment purposes only” -C Glover
Candace Glover Emails Friend About Dr. Leonard B’Day Joke

- **From:** Tori Curley [mailto:toricurley@yahoo.com]
  **Sent:** Wednesday, June 18, 2014 11:14 PM
  **To:** Glover, Candace - ASCR
  **Subject:** Re: Effective Immediately- RESIGNATION

- OMG! I am seriously lmao!

  Sent from my iPhone

- On Jun 18, 2014, at 11:08 PM, "Glover, Candace - ASCR" <Candace.Glover@ascr.usda.gov> wrote:

  - **Candace B. Glover**
    - Adjudicator, EAD
    - Room 7-139B
    - Patriots Plaza III
    - Washington, DC 20024
Candace & Kirk Email Exchange on B’day Joke on Gov’t Time

- From: "Glover, Candace - ASCR" <Candace.Glover@ascr.usda.gov>
  Date: June 18, 2014 at 12:52:46 PM EDT
  To: "Perry, Kirk - ASCR" <Kirk.Perry@ascr.usda.gov>
  Cc: "Leonard, Joe - OSEC" <Joe.Leonard@osec.usda.gov>, "Edmonson, Gwen - ASCR" <Gwen.Edmonson@ascr.usda.gov>
  Subject: RE: Effective Immediately- RESIGNATION

  I suggest you initiate disciplinary action. I will not be returning to PPIII!

- From: Perry, Kirk - ASCR
  Sent: Wednesday, June 18, 2014 12:49 PM
  To: Glover, Candace - ASCR
  Cc: Leonard, Joe - OSEC; Edmonson, Gwen - ASCR
  Subject: RE: Effective Immediately- RESIGNATION
  Sensitivity: Confidential

  Candace,

  I can’t believe you are still reacting to that event from last week. Seems like it’s time to get over it and simply grow up and act accordingly!

  You have a great job, perfect working conditions and access to the BEST mentoring available.

  Enough is ENOUGH!

  You are NO LONGER the acting team lead, and furthermore while clearly Dr. Leonard is the BOSS, I am still your DIRECT supervisor and as such, I FULLY expect you to REPORT to PPIII and be at your desk by 9am or else I will PERSONALLY take disciplinary action under the USDA Disciplinary Code as prescribed!

  Kirk Perry
  Chief, Employment Adjudication Division
  Office of Civil Rights
  Office of Adjudication
Dr. Leonard totally bought it. He refused to accept my resignation and even threatened to call my mother. But he was way too calm and he was thinking too much. He was trying to decide where he was going to place me and the entire time, I was not having any of it. I kept telling him that I was leaving EAD and USDA but he ignored me. LOL. However, when I told Dr. Leonard that Kirk had already accepted my resignation and began the paperwork for my departure, he called Kirk and instructed him to reverse any actions that he had initiated and summoned him to his office to discuss the matter.

I had planned to let the joke go on for at least a day but I got nervous because Dr. Leonard has started making plans for me to transfer to his division immediately. I ended up telling him that it was a joke much sooner than I planned because I needed to let him know before he started making moves to transfer me. However, I didn’t tell him verbally but rather underlined the very last line of the resignation letter which said, “This resignation is for entertainment purposes only” He had totally missed that line because it was buried in the quotes section at the bottom of the email. Absolutely hilarious! The best part, however, was that Kirk, who was making his way to Dr. Leonard’s office, did not know that I had told Dr. Leonard it was a joke. So, Dr. Leonard decided to turn the tables on Kirk by pretending to fire him!!! OMG! That was great.
So, Kirk arrived. Dr. Leonard called me into his office. I am still in character and acting pissed at Kirk but Kirk is about to give it away because he can’t stop smiling. Dr. Leonard also invited Winona into the meeting and briefly informed her that I resigned from USDA because I felt Kirk was a bully. Winona looked at Kirk big-eyed like “are you serious? What’s wrong with you” but like I said, Kirk can’t stop smiling. So Winona concluded that Kirk had either lost his mind or was on drugs because Dr. Leonard was obviously pissed and this was not a laughable situation. Meanwhile, Dr. Leonard was talking to Kirk and you can tell that he is building to something big…however, right before Dr. Leonard was about to fire Kirk, Kirk shouts out that this was all a joke for his birthday!! That was funny too because Dr. Leonard slapped the table in (funny) annoyance because he didn’t get his chance to fire Kirk. Winona was so relieved that it was a joke! She really thought that Kirk was on crack… I couldn’t stop laughing. That made my day!!! Totally hilarious.

-Candace
HARVARD
NEGOTIATION & MEDIATION CLINICAL PROGRAM

USDA Early Resolution and Conciliation Division Project

Final Report

Prepared by:
Deanna Parrish, Elizabeth Bramon, & Michael Zhang

April 24, 2015
Civil Rights Director’s Frustration with OASCR Leadership in ADR Program in Harvard Report

C. Non-Participation

The aforementioned sense of autonomy and lack of trust between actors contributes to high rates of non-participation among Agencies in Departmental events, requests, and communications. There were several stakeholders that blamed their frustration with OASCR leadership as the reason they choose not to participate or curtailed their participation in Departmental events, including trainings, in-person meetings, and social events. There were other stakeholders that expressed deep frustration with others’ non-participation in these events, stating that their non-participation reinforced a general sense of hopelessness for change. This final finding was reinforced by low response rates to INNACCP administered surveys, focus groups, and interviews. In fact, it was common for stakeholders to be unavailable for phone calls, unresponsive by email, and unavailable to meet on Mondays or Fridays, which undermined our team’s ability to collect data. It is our understanding that this is its own form of non-participation.

III. Accountability Moving forward

Stakeholders have expressed dual desires: that ERCD take the lead in Department-wide policy creation and enforcement, and that ERCD only provides guidance from them on and allows each individual agency the maximum autonomy to implement its own ADR programs without too much interference from ERCD. These desires are some ways in tension with best practices in accountability: typically, a system that provides quality accountability requires clear rules of conduct for decision-makers and transparency that allows for the review of such decision makers’ conduct and decisions. To this end, improving accountability may depend on increased communications between decision-makers and stakeholders among the various components of the Department in order to better understand each Agency’s interests.
Harvard Report reveals that Dr. Leonard’s Leadership of OASCR was described by one stakeholder as a “good old boy club” that favors “His friends and people he knows.”
Politics in the ADR Program Halts Success as Outlined in Harvard Report

“his friends and people he knows.” The perception of OASCR as exclusionary, and ERCD’s association with OASCR, may create challenges in gaining the trust and compliance of Agencies. Notably, dispute systems design literature suggests that regaining trust is paramount to increasing respect and a sense of joint purpose.⁴⁷

Even so, some individuals who understand the distinction between ERCD and OASCR nonetheless expressed skepticism towards ERCD’s interactions with OASCR, and questioned whether ERCD was partly responsible for perceived disadvantageous policies, most notably the Blueprint for Stronger Service. Considering the historical challenges that have existed between Agencies and Dr. Leonard, as well as previous OASCR leaders, this perceived conflict between ERCD and OASCR disadvantages ERCD in its stated mission of creating and enforcing ADR policy.

II. Politics Moving Forward

Stakeholders specified confusion and lack of trust as results of the internal politics within USDA. To this end, it will be important to think about how the ERCD-OASCR relationship is defined and represented to the Department and its Agencies. A separate consideration not contingent on ERCD and OASCR’s roles will be shifting the pervasive “change won’t stick” attitude in the workplace to a more positive, relationship-based attitude. Robert D. Putnam suggests that posi-
Director Candace Glover (Conflict Complaint Division) belittles her staff.

I can't think!! I'm going crazy. Too much coming at me all at once. I need space to think or I'm going to fail at this job. Damn. I'm so overwhelmed.

No, you will not fail. If you haven't done it already, making a list may be helpful so you know everything you're dealing with. Emergencies, hot items, things that can wait. Check them off as they're accomplished. & you have a staff. Tell them to get their asses in gear. They're there for a reason. Utilize them so that everything isn't on you. & it's okay to say no &/or not right now.

Candace doesn't fail. The two words shouldn't even be in the same sentence. You're gonna beast this job. You've got it.

Man this team is so fucked up. I need someone I can trust and depend on. These mofos are jaded and disgruntled.

Lol. Thanks. That made me smile.
Candace Glover’s Bad Behavior In the Employment Adjudication Division

So these mofos today are driving me crazy. I need to vent to get it out of my system or I'm going to snap on someone. I'm mad at my boss bc he doesn't not communicate when he's not gonna be here and he knows that he has important f**king meeting where he has to give presentations! I'm mad at my coworker Beverly bc she refused to answer my calls, texts, and IMs this morning. She is the most senior person. I'm mad that I found out at 6:38 that I had to present for my boss at a meeting 16 minutes away on a subject matter I'm not 100% on at 1000am! I'm mad that I make it to the damn meeting at 1000am and I'm told that it was too late to present. I'm mad my boss didn't even apologize for that shit. I'm mad that Beverly claimed she was here this morning when I couldn't find her. And I'm mad that she asked me *why you upset?*

ok. That really helped. :)

Lord have mercy!

Ahhhhhhhhhhhh!!!!!!!

:-) :-) :-)

I'm so ready...and happy

Awww I know you are. I'm happy for you.

What was wrong yday?

Girl, my team sucks. My secretary is some Bullshit!

If I were in the private sector I'd fire her ass

What's wrong with your day yesterday

Smih

Jimari's mom. He gets upset every time I say something about her & it's not like I'm being ugly. She came over at 9:45pm on wed. I asked could she wait until fri or sat & he got upset
Candace Glover Maligns and Fixates on Nadine Chatman

I didn't tell you but Nadine been taking shit about me...I'm pretty sure it's Nadine...Cause she worked with Gayle Petersen who I had never met before but who told my boss that she didn't want to work with me because she has heard things about me....

Lol...I was offended but it could only be 2 people who would speak to Gayle about me

The other is the leak in my group who is also cool with Gayle...

I guess I was supposed to care but you knew I didn't give a shit. And I love how people wanna hate but that shit don't bother me either because I know they can't compete with my work ethic

Lol

Why would she be permanent? She
Partial List of Places Where Candace Glover Traveled With the ASCR in 2015

- Houston, TX
- Dallas, TX
- Atlanta, GA
- New Orleans, LA - Twice
- Hilton Head, SC
- Boston, MA
Candace Glover Berating OASCR Colleagues and Staff in Other Divisions

Yeah she told me months ago that Bobbie was the devil. Her words. But I took it with a grain of salt because it's Nadine and she's a complaining Smurf who doesn't like to work.

But recently bm had been getting under my skin too

My group is bailing her out and she seems to think that we work for her. There have been several times that she had sent my team emails asking for status updated on stuff she gave us the day before and she had months to do

She trying to cover her ass with Dr Leonard

Lol

But recently bm had been getting under my skin too

My group is bailing her out and she seems to think that we work for her. There have been several times that she had sent my team emails asking for status updated on stuff she gave us the day before and she had months to do

She trying to cover her ass with Dr Leonard

Lol well maybe I should be glad I didn't end up working for her. Do y'all work closely?

Not really but get group mirrors what we do but for conflict cases.

We are bailing her group out bc someone dropped the ball big time
MEET NADINE CHATMAN

Ms. Chatman is an accomplished professional with more than 35+ years of meaningful work experience in public service and in management. She thrives in situations in which she uses her creativity and patience in difficult situations. She has a plethora of skills to produce positive results while working with multidiscipline/multinational teams. Ms. Chatman’s experience on Capitol and in other work environment is exemplary.

She is an asset in any job situation. She also can be described as:

• African American Female over 40
• Has a BA from Spelman College and MPA from Georgia State University
• Highly skilled and professional
• Quiet and unassuming and seeks to avoid conflict at all cost
• Schedule A (r) Employee - GS/13 – Certified and Re-certified EEO Counselor
• Underemployed at USDA 10-2011/9-29-2015
• FY 2014 – Processed 70% of Informal EEO Complaints
• Performance Reviews – (2012)- Present) Received Superior to Outstanding Ratings
• Has been aware of the disturbing behavior of Ms. Candace Glover since 2011 and her ability to poison the minds of others about Ms. Chatman
• Not surprised by the Jan. 2015 Email from CCD Dir. Candace Glover that makes clear that she will not become Permanent Employee
• Not surprised by the disturbing behavior and hostility in the harassing emails from (December 2014 – 2015) from Candace Glover
• Loving Aunt raising a college-age Black male
• Walks and Speaks the Truth
• No Hidden Agenda
Harassment/Retaliation of Nadine Chatman
By Candace Glover

Does my applying for & getting that '13 help at all?
No. He’s just my boss who wants me to get a promotion.
Let me send an email to Anita… What your complaint number
CRSD-2013-010655
Thanks
Nope. Thank you.
I’m going to call a meeting with all the different parties to coordinate efforts to get this done.
New subject
Nadine
What do you think about her?
You think it’s smart to keep her on my team?
Thank you!
I don’t know if there’s anywhere for her to go.
She doesn’t want help.
Will she be fired?
No.
She’s be moved out of my group.
Potential for huge nuisance.
Disruption is more like it.
Where is she going?
Who cares about that
I’m asking about her.
I think she means well but has too
Harassment/Retaliation of Nadine Chatman By Candace Glover

I think she means well but has too much going on & think everyone is against her.

Should I keep her
Would that be a mistake

No

Sorry

No need to apologize. Made me think.

Just focusing on me and my job not her.

Me too

Me too

She lies a lot
And she's treacherous
That's my concern
She will try to disrupt my progress

Do you think she'll lie to you or just other people?

Both
To me
On me

She's already lied on me
She's told everyone that I had a fucked up personality
And that I was 11 when she was 18 and now I'm ahead of her because I know Pearlree reed

She's the one who spread the rumors about me when I got in argument with my boss
And made suggestions that my mom had something to do with my success

That's disappointing

I'm still going to give Nadine a chance but I see her

She crazy bitch
More Retaliation on Nadine Chatman
by Candace Glover
Harassment/Retaliation of Nadine Chatman
By Candace Glover

To see all that she can get just from complaining

And the sad thing is that she got into it, too. And now he doing the same shit she doing.

But it's going to derail his career.

I'm gonna try and protect him from here, without talking to him, but his reputation is almost as bad as hers.

Sad

I just don't want her to affect my team. I'm building something here and I do not get to poison it, which she would.

He should have started fresh. He had the opportunity.

She says she's not a trouble maker but she is.

He's a 9 now.

Or should be.


Text Message Send
EEO COMPLAINT PROCESS
MEET AKIO WATSON

• Young African American/Hispanic Male
• Father of two young children
• BS. – Boston College
• Former Music Industry Employee
• DA/DM abolished Sept. 2012
• Signed memo from Dr. Parham that no one would be harmed in reorganization
• Secured position with OPPM – GS/5
• Lost over $10K in pay
• Filed Complaints regarding Retaliation/Harassment
TO: Management Services Employees

FROM: Dr. Gregory Parham
Acting Assistant Secretary for Administration

Subject: Management Services Office Reorganization

In October 2009, Secretary Vilsack created the DM organization, which included Management Services. Since that time, Management Services has provided key operational services, including human resources, procurement, budget, IT, and financial management to the Office of the Secretary, Staff Offices, and the various offices in Departmental Management (DM).

This year USDA faced a very challenging and serious budget situation that we all expect to continue as USDA moves ahead into the next year. Challenges like these require DM to promptly take steps to increase our organizational efficiency and make better use of our resources. To ensure that DM can continue to provide effective policy and quality services to our customers, I have made the difficult decision to reorganize Management Services. On July 20, 2012, Secretary Vilsack signed a Secretary’s Memorandum to approve this action, and as a result Management Services will be dissolved, effective September 1, 2012.

I am proud of the important services and support that Management Services provides, and I want to assure you of DM’s commitment to a smooth transition that will not negatively impact you. Over the next month, divisions in Management Services will begin reporting to the Director or Staff Office that most closely aligns with the employees’ current functions, with a few exceptions. I have asked DM Directors to give careful consideration to how each employee will be affected by this change. All employees will be realigned or reassigned to a position, and there will be no impact on grades or salaries. No reductions in force will occur as part of this process. As this reorganization moves forward, DM Directors and your first-line supervisors will keep you updated and informed of next steps.
Misconduct in Akio Watson’s EEO Complaint by Candace Glover
Meet Tori Curley Jones

- African American Female/Young wife and mother of a daughter
- Bachelor from Hampton University/Masters Degree July 2012
- Received “Outstanding” on Performance Reviews throughout her tenure at USDA
- 2010 – GS/4 – Employed by DM
- 2011-GS/5 SCEP Intern
- 2012 - SCEP Graduate – Received GS/9
- Promotion Potential GS/9-12
- Aug 2012 Parham Memo on DM Reorganization states no one will be harmed
- Oct. 2012 – Transferred to DM
- 2012 - Competed and won GS/11 with promotion potential to GS/13
- Turned down GS/11 to stay in OCIO for potential career advancements
- At GS 9/1, OHRM and OCIO HR Personnel changed SF -50 from Promotion Potential 9/12 to GS/9
- Filed complaint in Sept. 2013
- August 2014 Requested FAD as behest of then GS/13 EEO Specialist Candace Glover
- October 2014, FAD was reported drafted and signed in complainant’s favor
- October 2014 - Feb 2015 FAD withheld by Kirk Perry
- Feb 2015 – Settlement Talks began
- March 2015 Complainant signed Settlement Agreement
- June 2015 Inquiry made to Kirk Perry after funds were not released
- June 2015 OCIO official informed complainant that OHRM Employee Billy Milton refused to sign Settlement Agreement (RMO - Louise Fox)
- June 2015 Kirk Perry issued Non-Compliance FAD
- June 16, 2015 Kirk Perry, Candace Glover and Joe. Leonard closed FAD
- August 2015 Complainant requested hearing at EEOC because OASCR failed to properly process complaint
Management Services Office Reorganization

Memo from Dr. Parham 8/13/2012

TO: Management Services Employees

FROM: Dr. Gregory Parham
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Subject: Management Services Office Reorganization

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GS/9 Employee/Non-Supervisor/No Mentor, Candace Glover Schemes to Put GS/4 Tori Jones (Assigned to another Office) on a PIP in 2010 After Knowing her for Only 6 Weeks

- **From:** Glover, Candace
  **Sent:** Thursday, November 18, 2010 7:40 PM
  **To:** lew52941@aol.com
  **Cc:** Watson, Akio <Akio.Watson@ascr.usda.gov>; glovercab@mac.com
  **Subject:** Employee Warning Notice & Employee Development Plan

- Lloyd,

- Please see the attached files. I would like to give Tori on an Employee Development Plan to identify job performance goals and design a plan to achieve said goals. I have attached a draft Employee Development Plan for your review. Additionally, I have attached an Employee Warning Notice for Tori in response to her failure to inform the team of her absence today. If you do not object, I think she should receive this warning notice as well.

- Any comments/concerns are greatly appreciated.

- Thanks,
  **Candace**

- **2 Attachments**
# Odd Behavior: Employee Warning Notice
Prepared by Non-Supervisor (GS/9) Candace Glover on Tori Jones (GS/4) in 2010

---

**Employee Warning Notice**

<table>
<thead>
<tr>
<th>Employee Information</th>
<th>Details</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Employee Name:</strong> Tori Carley</td>
<td><strong>Description of Infraction:</strong> Failure to notify team members of absence from work on 11/10/2010.</td>
</tr>
<tr>
<td><strong>Employee Email:</strong></td>
<td></td>
</tr>
<tr>
<td><strong>Manager:</strong> Lloyd White</td>
<td></td>
</tr>
<tr>
<td><strong>Job Title:</strong> Assistant Civil Rights Task Force</td>
<td></td>
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<tr>
<td><strong>Department:</strong></td>
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</tbody>
</table>

**Type of Warning**

- [ ] First Warning
- [ ] Second Warning
- [x] Final Warning

**Type of Offense**

- [ ] Tardiness/Late Work
- [ ] Absenteeism
- [x] Violation of Company Policies
- [ ] Violation of Safety Rules
- [ ] Rudeness to Customers/Coworkers
- [ ] Other:

**Plan for Improvement**

1. At a minimum, contact Lloyd White via cell phone, work phone or email to inform him of any planned/unplanned absences.
2. You may also contact either Candace Glover or Ahlo Watson via cell phone, work phone or email to inform them of any planned/unplanned absences.

**Consequences of Further Infractions:**

Failure to correct above infraction may result in termination of position with Lloyd White and/or USDA.

---

**Acknowledgement of Receipt of Warning**

By signing this form, you confirm that you understand the information in this warning. You also confirm that you and your manager have discussed the warning and a plan for improvement. Signing this form does not necessarily indicate that you agree with the warning.

<table>
<thead>
<tr>
<th>Employee Signature</th>
<th>Date</th>
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<tbody>
<tr>
<td>Manager Signature</td>
<td>Date</td>
</tr>
<tr>
<td>Witnesses Signature (if employee understands warning but refuses to sign)</td>
<td>Date</td>
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</tbody>
</table>

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PAGE 1 OF 1 213 WORDS 0%
EMPLOYEE DEVELOPMENT PLAN

The Employee Development Plan (EDP) is used to help employees identify performance or behavior goals relevant to their current assigned position and create a plan to achieve those goals. The EDP also appoints a mentor to assist the employee in achieving identified goals.

This document should be developed in conjunction with a supervisor and/or appointed mentor. At least one follow-up session must be held to assess the individual’s performance.

<table>
<thead>
<tr>
<th>USDA Employee Name:</th>
<th>Tori Jones</th>
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<tbody>
<tr>
<td>Email:</td>
<td>[REDACTED]</td>
</tr>
<tr>
<td>Job Title:</td>
<td>Assistant</td>
</tr>
<tr>
<td>Date Prepared:</td>
<td>11/18/2010</td>
</tr>
<tr>
<td>Appointed Mentor:</td>
<td>Candace Glover</td>
</tr>
<tr>
<td>Mentor Email:</td>
<td><a href="mailto:candace.glover@ascr.usda.gov">candace.glover@ascr.usda.gov</a></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Performance/Behavior Goals</th>
<th>Actions to be Taken to Achieve Goals (Employee and Supervisor)</th>
<th>Timeframe for Goals (30 days – 60 days)</th>
<th>Frequency of Follow Up and/or Dates</th>
<th>Examples/Documentation of Improvement (Employee and Supervisor)</th>
<th>Progress Achieved (Y/N)</th>
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</table>

Supervisor's Signature: [REDACTED]  Date
Employee's Signature: [REDACTED]  Date
Mentor’s Signature: [REDACTED]  Date
Misconduct/Retaliation/Blackmail in Tori C. Jones’ EEO Complaint by Candace Glover
Misconduct/Retaliation/Blackmail in Tori C. Jones’ EEO Complaint by Candace Glover
Misconduct in Tori C. Jones’ EEO Complaint by Candace Glover
Misconduct in Tori C. Jones’ EEO Complaint by Candace Glover

Hey girl. Did you get a chance to check on my complaint?

Yes. They are drafting it now.

But let me manage your exceptions again. You won’t get any type of relief any time soon. Here are the numbers. We have 60 days from the day you elect a path to issue a decision. If finding your 30 days to submit a claim for damages and attorneys fees. Then the agency has 30 days to respond to your claim. Then we have to issue another decision on damages.

Alternatively

If we settle your complaint, which I believe will happen, then the time frames will be included in the agreement. Such as within 30 days from the effective date of the agreement the agency has to do blah blah.

Oh wow! I had no idea. Ok. Thank you.

Have you heard anything about the FAIR?

Yep.

Lo!

What’s going on?

Something will be done by 30th.

What’s going on with what?

Yeah.

What’s going on with what?

Thank you for not cursing me out through this. I know I’m annoying.

Yes you are...But understandably so...hehe

I’ll call you tonight regarding this.

Lmao ok.
Misconduct in Tori C. Jones’ EEO Complaint by Candace Glover
Management Service Office Reorganization
Memo from Dr. Parham 8/13/2012

TO: Management Services Employees
FROM: Dr. Gregory Parham
Acting Assistant Secretary for Administration

Subject: Management Services Office Reorganization

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Misconduct/Retaliation/Blackmail in Tori C. Jones’ EEO Complaint by Candace Glover

Ok. The last activity on your complaint says the counselors report was received.

ECD averages about 40 days for accept/dismissal. But CSD is handling your intake so I'm not sure how long it's gonna take. Your complaint is 21 days old. I do know that when I've reviewed several CSD complaints, for some reason they sent the acknowledgment letter the same day as the accept/dismissal letter.

No action had been taken that I can see

Ok I'll just try to be patient. Thanks. Candace

No problem

What's your personal email? Sending you an email of shows I like. Most are
Misconduct in Tori C. Jones’ EEO Complaint by Candace Glover
Misconduct in Tori C. Jones’ EEO Complaint by Candace Glover
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Misconduct in Tori C. Jones’ EEO Complaint by Candace Glover
Misconduct/Retaliation/Blackmail in Tori C. Jones’ EEO Complaint by Candace Glover

Hey, just one question. Should I ask Anita to handle the settlement rather than your group?

If you want. Doesn't make a difference

Ok

Just so you here it from me, I told them they can't give you a 13 or even a 12/13

Ok

Tomorrow I'll recommend that if they want you to get to a 13, they can give you the 12 and write into the agreement a desk audit fit the 13

Flap Anderson even mentioned something ant '13/14... I read that like stop tripping

Nadine tried to get you paid in two weeks....

We'll see what happens

Hey, nothing new today. We're suppose to talk on Monday

I got a million emails about it. None of them good. From cheryl cock

Who was pushing the FAD?

Why was that even discussed

None of them good as in not good for me?

They asked where I was in the process.

Yep

Ok
Misconduct/Retaliation/Blackmail in Tori C. Jones’ EEO Complaint by Candace Glover
Misconduct/Retaliation/Blackmail in Tori C. Jones’ EEO Complaint by Candace Glover

---

Chat messages:

Candace Glover: What's a huge wrongdoing?

You: Are you upset with me?

Candace Glover: Did I do something wrong?

You: Not upset with you.

Candace Glover: Concerned that cook said Nadine was hindering the convo.

You: Wonder if she was trying to set me up since I was on the fad team.

Candace Glover: Wonder what she even knew about the FAD

You: Huge wrongdoing= the hr mess up.

Candace Glover: Go either way= FAD decision.

You: Ok, I’ll continue to pray.

Candace Glover: Can’t wait to get back to being good friends.

You: Huh?

Candace Glover: Text Message

You: *Just friends.

Candace Glover: What that mean.

You: Oh ok, I was about to jump through this phone.

Candace Glover: It’s almost over.

You: Just feel like we can’t speak to each other freely like we used to.

Candace Glover: What terms were discussed.

You: I hope so lol.

Candace Glover: Different scenarios. We’re suppose to talk about it again on Monday.

You: GS1? And like 10k??

Candace Glover: I think that’s going to be it.

You: Maybe 12k.

Candace Glover: They talked about backpay, I need my backpay.
Misconduct/Retaliation/Blackmail in Tori C. Jones’ EEO Complaint by Candace Glover

They talked about backpay. I need my backpay

I don’t think backpay

Ok

And I don’t think retroactive

Ok

Why not? Just because they’re not sure?

That’s been the point I’ve contention all along

They legally can’t bind OHRM top pay backpay

But they can give you cash to soften the blow

And convert you to gs12 immediately

I understand just wasn’t what I’d wished & hoped for

I know.

Cook was pissed

Pissed about what? Nadine?

Pissed

Yes.

She felt like her time was being wasted because Nadine and this FAD discussion was hindering settlement discussion

Give2

I wasn’t there so I don’t know how the time of the convo went but based on what I’ve heard and read, it wasn’t good.

Anytime Dr. Leonard and Kirk get pulled out of a meeting to talk to cook about your FAD is not good

It’s crazy because the thought of not
Misconduct/Retaliation/Blackmail in Tori C. Jones’ EEO Complaint by Candace Glover

Messages (114) Candace Glover

It’s crazy because the thought of not getting back pay never even crossed my mind. I was planning on getting caught up on my bills & actually start saving money. Finally being in the position to start looking for a home & different activities for Jayla 😞

Was still hoping no news was good news.

Anyway, How’s everything going with you?

I should have gone with Robin’s offer & at least had my money.

Would you have your grade with Robin’s offer?

Calc the difference in money given missed out on

Wasn’t the FAD already signed in October?

How can it go either way if it’s signed?

FAD not signed

FAD drafted both ways. That why I’m saying sup this talk about a FAD because if it comes down on the other side you screwed.

Stop

Not sup

Call me

Out right now, I will later

No worries. I didn’t realize you called me last night. Was just returning your call.

I don’t have complete info on your case because I’ve been hands off since I know you. Don’t want even the...
Misconduct/Retaliation/Blackmail in Tori C. Jones’ EEO Complaint by Candace Glover

Messages (114) Candace Glover
Details

We beefing?

No ma'am.

You sure?

What happened?

Nothing that I know of. Didn't know if you were feeling a certain type of way about the settlement.

Yes that's what I'm asking about. What happened to change it?

I do but I can't put it into words yet. Would you feel some type of way?

Yes and no. Yes because you should be a gs12 in August. And you've missed a year of being paid at the gs11 and months at the gs12. There was also talk of you possibly getting a 13 or 14.

No because it's about to be over and you're going to be placed in as close a position as possible. You'll get your 12/3 but the effective date will be the date of signing the SA. Any earlier is just a possibility.

What's Up

Thu, Mar 6, 6:56 PM

Not much. Just finished work for today.

We beefing?

Send
Misconduct/Retaliation/Blackmail in Tori C. Jones’ EEO Complaint by Candace Glover
Misconduct/Retaliation/Blackmail in Tori C. Jones’ EEO Complaint by Candace Glover
Kirk Perry and Candace Glover Retaliation and Illegal Closure of T. Jones’
From: glovercab <glovecab@me.com>
Date: July 30, 2014 at 9:30:38 PM EDT
To: Tori Curley <toricurley@yahoo.com>
Subject: Re: Fwd: FAD

I already told you what to do but do what you want. I know you have two different people telling you to do two different things. But tell your lawyer but to soak on things he doesn't know about, in particular, in shop. USDA fads are not written by the agency. USDA has an office of civil rights that is independent from all the agencies. This is why I love my job. We are objective and independent. We have also led the government in findings of discrimination for the past six years...but if you think he knows more than me follow his advice. Let me know how it works out for you two years from now when the eeoc still hasn't heard your case.

Candace B. Glover
glovecab@me.com

-----Original Message-----
From: Tori Curley <toricurley@yahoo.com>
To: Candace Glover <glovecab@mac.com>
Sent: Wed, 30 Jul 2014 5:28 PM
Subject: Fwd: FAD

Sent from my iPhone

Begin forwarded message:

From: Harry <where2nowtravel@aol.com>
Date: July 30, 2014 at 12:40:12 PM EDT
To: toricurley@yahoo.com, toricurley@yahoo.com
Subject: Re: FAD
USDA Anti-Harassment Policies

Anti-Harassment Policy Statement

The U.S. Department of Agriculture (USDA) strongly supports the rights of all its employees to work in an environment that is free from all forms of harassment, including sexual harassment. As Secretary, I am committed to maintaining an environment that encourages and fosters respect for individual values and appropriate conduct among all employees.

USDA must maintain an environment free from unlawful harassment. Harassing conduct has no place at USDA, and this policy strives to prevent and eliminate such conduct. Harassment prohibited by this policy is any verbal or physical conduct that is unwelcome, humiliating, or demonstrates hostility or aversion towards a person based on race, color, religion, national origin, age (40 and over), sex, sexual orientation, disability, gender identity, political beliefs, marital, familial or parental status, genetic information, or reprisal (retaliation) for prior Equal Employment Opportunity (EEO) activity. It is behavior that creates an intimidating, hostile, or offensive work environment and interferes with work performance or otherwise alters the terms and conditions of employment. Prohibited conduct includes, but is not limited to, bullying, slurs, negative stereotyping, threats, intimidation, written or verbal disrespectful comments, and graphic material that insults an individual or protected group.

One form of prohibited harassment is sexual harassment. It is any unwelcome sexual advance, request for sexual favors, or other verbal or physical harassment of a sexual nature, where submission to such conduct is made a term or condition of one's employment, or submission to or rejection of such conduct is used as a basis for employment-related decisions or such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile, or offensive work environment. USDA will uphold a zero-tolerance policy for any form of harassment, including sexual harassment. I will apply this policy equally among all USDA employees, and I will hold managers and supervisors accountable for maintaining a work atmosphere free of harassment. All managers and supervisors should monitor the workplace to prevent unlawful harassment. When managers and supervisors become aware of incidents
Anti-Harassment Policy Statement
Cont’d

involving any type of harassment, they must take immediate and appropriate corrective action to enforce this policy.

Reports of harassment and retaliation will be treated seriously, investigated impartially, and treated confidentially to the extent possible. USDA employees seeking to file an EEO complaint of sexual harassment, or harassment on any of the bases stated above, or retaliation, must contact an EEO counselor within 45 calendar days of the incident of alleged harassment or retaliation. More information on the EEO complaint process is found at http://www.ascr.usda.gov/complaintfilingemp.html. Any employee who is found to have harassed or retaliated against another will be subject to disciplinary or adverse personnel action, up to and including termination.

I strongly affirm my commitment to cultivating a work environment free of harassment, where every USDA employee can be fully engaged, respected, and valued. USDA continues to be committed to fostering an environment where employees report any incidents of harassment without reservation. USDA maintains its commitment to fairly and promptly investigate and resolve reports of harassment. All employees who experience or witness workplace harassment are encouraged to notify their first-line or second-line supervisor, the offending person's supervisor, or any office or official identified in their agency's anti-harassment policy. Reporting sexual harassment is everyone's responsibility, including those who observe such conduct, and reports should be made through these same channels. If an employee believes there is harassment based on one of the protected classes listed above, s/he may file an EEO complaint. Managers and supervisors must ensure that an employee who reports or files a complaint of harassment, or provides information related to harassment complaints, is not retaliated against in any form. Retaliation is strictly prohibited.
Anti-Harassment Policy Statement Cont’d

Reports of harassment and retaliation will be treated seriously, investigated impartially, and treated confidentially to the extent possible. USDA employees seeking to file an EEO complaint of sexual harassment, or harassment on any of the bases stated above, or retaliation, must contact an EEO counselor within 45 calendar days of the incident of alleged harassment or retaliation. More information on the EEO complaint process is found http://www.ascr.usda.gov/complaint filing emp.html. Any employee who is found to have harassed or retaliated against another will be subject to disciplinary or adverse personnel action, up to and including termination.

I strongly affirm my commitment to cultivating a work environment free of harassment, where every USDA employee can be fully engaged, respected, and valued.

Thomas J. Vilsack
JUL 1 2015
Secretary Vilsack’s Pledge to USDA on Civil Rights

“Secretary Thomas Vilsack has made civil rights a top priority, reaching historic resolutions to all major past cases of discrimination brought against USDA by minority groups, and taking definitive action to move USDA into a new era as a model employer and premier service provider”.

Dear Mr. Vilsack:

Why don’t you keep your promise? Please take the advice of the Special Counsel, process those outstanding EEO complaints and make those employees whole.

Sincerely,

Concerned Citizens

USDA Employees