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June 8, 2013

Dear Superintendent Dr. Deasy,

On Wednesday, May 29, 2013, I was interviewed by four attorneys, two district attorneys and two outside counsel for the district regarding an ongoing investigation of the Pimentel case.

The interview questions required that I provide most of my entire work history with LAUSD; dates of employment, work locations, classification, duties, and names of immediate supervisors. During the two hour interview I had to recollect on 20+ years of my LAUSD employment.

As the interview progressed, questions lead to me having to recall very specific negative events that occurred during my assignment as [REDACTED] to LDS, which was in Local District K under the Administration of Dr. Richard Vladovic, LD Superintendent, from July 2000 through January, 2003.

On the same day that I met with the four attorneys, you asked me to meet with [REDACTED] because of the inappropriateness of some of the incidents that I had shared with you, and because I explained to you how much anxiety and frustration I was experiencing due to me having to recall those experiences.

That same afternoon I met with [REDACTED] and he expressed his regret in the lack of support on behalf of the District and informed me that I was entitled to seek outside legal counsel. He stated that the District would support me throughout the process and advised me to meet with [REDACTED].

On May 31, 2013, I met with [REDACTED]. She began by explaining that she was an investigator and not an attorney and that she had no details about my claim other than having received a call from [REDACTED] asking her to meet with me. She then placed a copy of the Sexual Harassment Policy Bulletin in front of me and said that it was material for me to take and read, and then asked me to tell her what my claims were. When I was done telling her about several incidents (some of those shared below), she took the bulletin back and told me that the Sexual Harassment bulletin was not pertinent to my situation being that I was reporting these incidents way past the District's Statute of Limitation period.

I was under the impression that the meeting with [REDACTED] would reaffirm that coming forward with my allegations would make me feel better and that the District was truly interested in protecting its employees from being subjected to emotional and sexual harassment. Unfortunately, this was not the case. On the contrary, I felt violated once again and now understand why many of my colleagues might not be willing to come forward and report hostile work conditions, such as those that I was forced to experience.

During my conversation with [REDACTED], she asked me what I meant by, "these incidents were demeaning and made me feel uncomfortable." She said that maybe it was me that felt uncomfortable but that some people just had a certain way of speaking but didn't mean anything by it. I explained to her that I was quite uncomfortable with her response because it reaffirmed that the District does not support employees that come forward with claims such as mine, and that from what I could see, in order for the District to classify a situation as Sexual Harassment the employee would have to be subjected to being fondled, groped, or even forced to have sex in order for a claim to be taken seriously, and even then the district might classify it as consensual. During this conversation I felt the need to explain to her that even my attire was professional and non-revealing in an effort to get her to see that Dr. Vladovic's behavior was not due to any suggestion on my part.

Another question asked by [REDACTED], was at what point I had become aware that her office existed. I still don't understand the point of that question being that I had already explained to her that being in a District Represented position, I felt that I had no one to turn to for help.

[REDACTED] mentioned that it was normal practice that when a school site employee called her with a complaint, she would take the report and if it did not fall under the "normal" harassment guidelines, she would simply call the accused and ask them to stop. This worried me and therefore I asked her that if she felt that my case did not fall under the "normal" harassment guidelines that I would prefer that she leave things as they were and not contact Dr. Vladovic as I still had concerns of retaliation.

Much of the inappropriate acts that I experienced during my assignment with Dr. Richard Vladovic included but were not limited to, offensive jokes and cartoons, demeaning requests, listening to him make derogatory remarks about another employee because of his sexual orientation, mockery, daily rage outbursts, and unreasonably forced to participate in office social activities. Overall, a behavior and work condition that any reasonable person would consider severely inappropriate and an environment where no employee, particularly, an LAUSD employee should have to work under.

I attempted to seek assistance or guidance from [REDACTED] Coordinator on the occasion involving the swingers' magazine but he simply reminded me that I was in a very difficult situation and that he hoped that it would not get worse for me. He also volunteered to listen if I needed to vent about the conditions I was forced to work under. When [REDACTED] replaced [REDACTED] as the [REDACTED] Coordinator, she approached me and said that [REDACTED] had talked to her about my situation and that she understood and was sorry, but like [REDACTED], would be available if I needed to vent.

Following are some of the numerous situations that I endured while working under a very intimidating, hostile, demeaning, controlling and abusive work environment. A situation, or culture that was directly created by Dr. Richard Vladovic, where staff, particularly those closest to him were forced to tolerate his abusive behavior for fear of retaliation.

Incident #1

While sitting behind his desk, Dr. Richard Vladovic called me into his office. As I approached his desk, he tossed a magazine on the desk in my direction, and said, "What do you think of this [REDACTED]?" I looked at the magazine and realized it was some sort of classified ad magazine. As I read

the posts, I realized that it was a swinger's magazine. I immediately became upset and asked him why he was showing that to me. He simply responded with, "I'm just curious what you think of that [redacted]." I responded with, "Although I'm not sure why you're showing me this, all I have to say is that it must be a lifestyle for some people, but I still don't understand why you are showing this to me, or what this has to do with work." Dr. Vladovic never answered why he showed me that magazine and simply said that he was curious to know what I thought.

Incident #2

While sitting behind his desk, Dr. Richard Vladovic called me into his office. He handed me a paper and asked me to read it. When I began to read it, I realized it was an inappropriate joke, I stopped reading it and asked him why he was having me read this. Dr. Vladovic said, "Read it [redacted], it's really funny." I continued to read it and at the end, told him that I didn't feel comfortable with him sharing this type of stuff and I preferred that he stop. He laughed and asked me to file the paper in the bottom drawer of his black file cabinet, reminding me that I should not look at anything else in that cabinet and that no one should ever go into it without his permission. I proceeded to file the paper in front of the drawer to avoid looking at whatever else he kept in that cabinet. Below is a version I found online of the joke he had me read and file.

Why I Fired My Secretary...

Two weeks ago, was my forty-fifth birthday, and I wasn't feeling too hot that morning anyway. I went into breakfast, knowing my wife would be pleasant and say Happy Birthday and probably have a present for me.

She didn't even say Good Morning, let alone any Happy Birthday. I said, well, that's wives for you. The children will remember. The children came into breakfast and didn't say a word. When I started to the office I was feeling pretty low and despondent. As I walked into my office, my secretary Janet said, "Good Morning, Boss, Happy Birthday." And I felt a little better; someone had remembered. I worked until noon.

About noon Janet knocked on my door and said, "You know it's such a beautiful day outside and it's your birthday, let's go to lunch, just you and me." I said, "By George, that's the greatest thing I've heard all day.

Let's go." We went to lunch. We didn't go where we normally go; we went out into the country to a little private place. We had two martinis and enjoyed lunch tremendously. On the way back to the office, she said, "You know, it's such a beautiful day. We don't need to go back to the office. Do we?" I said, "No, I guess not." She said, "Let's go to my apartment."

After arriving at her apartment, we had another martini and smoked a cigarette and she said, "Boss, if you don't mind, I think I'll go into the bedroom and slip into something more comfortable." "Sure," I excitedly replied.

She went into the bedroom and in about six minutes, she came out carrying a big birthday cake, followed by my wife and children. All were singing Happy Birthday and there on the couch I sat...with nothing on but my socks...

Incident #3

Dr. Vladovic had a very heated discussion behind closed doors with [REDACTED] Director at that time. Once [REDACTED] left his office, Dr. Vladovic called me into his office and told me that [REDACTED] was "worthless" and a "fucking faggot." He said that everytime he asked him to do anything, [REDACTED] never came through for him.

Incident #4

When returning from being out one day, Dr. Vladovic called me into his office. He said that while I was away, he had witnessed, [REDACTED] one of our secretaries mocking him in front of the other assistants in our office. He said that although she had apologized, he did not want her to be upset at him and therefore wanted me to be the one to move her out of our office. He said that he wanted her as far away from him as possible and that he never wanted to see her again for the rest of his life and that I "better take care of it." That same day, the secretary began her assignment in our business office, a bungalow across our parking lot. [REDACTED] shared with me that she was relieved that she was able to keep her job and feared that he would fire her for her inappropriate behavior.

Incident #5

Prior to the African American luncheon celebration, Dr. Richard Vladovic called me into his office and told me that I needed to participate in the luncheon activities and that I should wear the typical African American attire because as the [REDACTED] to the LD Superintendent, I should show my support. I explained to him that I was participating with a monetary contribution to the luncheon and that if time permitted, I would attend the event. He then said, "I gotta tell you [REDACTED] if you don't participate, it will be obvious that you don't support those people and as my assistant I expect you to show that you support them. Trust me, they love that." He then reminded me that [REDACTED], one of our community reps. would be there selling ethnic clothing and that I should buy an outfit as I was expected to attend and participate. At that time, he already had his outfit hanging in his office closet and pointed to it and said, "That's what I'm wearing." After that conversation I felt obligated to purchase an outfit from [REDACTED] that cost \$100. The day of the luncheon, Dr. Vladovic said I had made the right choice and added, "Look [REDACTED], I'm even going barefooted." That afternoon, we both attended the luncheon and Dr. Vladovic did attend barefooted.

Incident #6

Dr. Vladovic regularly called from his car phone requesting to be connected to various staff, offices, or to make requests that he expected to be completed by the time he returned to the office. In this one occasion, he asked me to connect him to one of our directors. After several attempts that went unanswered, I got back on the line and told him that I would continue trying and would call him back with the person on the line. Dr. Vladovic proceeded to ask me why I couldn't connect him. I explained to him that the other person was not answering but that I would continue to try. He then said, "Really [REDACTED]? I think your fingers just don't work and you're probably not dialing correctly." I was confused at his comment and once again told him that I would continue to try and that I would call him back once I had the person on the phone. He then said, "So why don't your fingers work [REDACTED]? I should send you to the finger doctor." I then told him that I didn't appreciate what he was saying and that I needed to get off the line so that I may continue to try and reach the director. He then said, "[REDACTED], I think you have defective fingers and that's why you can't dial the number correctly. I bet if I call I could get them on the line." By then I was really upset and frustrated and told him that he should dial the number directly or he should

get off the line so that I may continue with my work. He then continued to repeat how my fingers didn't work and that he should send me to the finger doctor. I was then really frustrated and almost in tears because he would not stop or allow me to get off the phone. I told him that if he felt that I needed to see a "finger doctor" that he should refer me to one as he was the Superintendent and could do that, and I hung up on him. By then, all of the assistants in the office could see my frustration and knew that he was bullying me again. He proceeded to call me back and asked me why I hung up on him. I told him that the conversation was nonproductive and that he was being very disrespectful and that I didn't appreciate him treating me like that. He then said that if he felt that my fingers didn't work, as the Superintendent he needed to refer me to the finger doctor and then he burst out in laughter. As I listened to him laughing I realized that there was another person laughing with him, then the other person said, "[REDACTED], this is [REDACTED] (at that time) and they both continued to laugh uncontrollably. I then hung up, grabbed my purse and told the ladies in the office that if he called back they should tell him that I had quit because I was done with his abuse. As I was leaving I could hear the ladies begging me to come back because he was already calling back and they were afraid of his reaction to me leaving. Again, I drove home in tears that day. On my way home I received a call from [REDACTED] asking me to please not take him seriously and apologized for Dr. Vladovic's behavior. She said that I needed to understand that he was just like that but didn't mean anything by it. I told her that I couldn't do it anymore and begged her to please help me transfer to another site. She asked me to relax and said that we would talk about it the next day. That evening, Dr. Vladovic called my cell phone and begged me to return. He said that we were "family" and that as family it was okay for us to play and joke around sometimes. I told him that the only way that I would return was if he promised not to be disrespectful to me again. I returned to the office the following day and everything continued as if nothing had happened. His behavior continued to go undocumented and the abuse continued.

Incident #7

Per Dr. Vladovic's request, our office made some clerical changes that affected our Business Office. At that time, [REDACTED] was the [REDACTED] and [REDACTED] was the [REDACTED]. It was well known that [REDACTED] was very well liked by Dr. Vladovic. The clerical change apparently upset [REDACTED] enough that she called my desk and left me a very disturbing voice message, where she said I was, "a fucking Mexican loving bitch." When I heard the message I was very disturbed and shared it with Dr. Vladovic. He then called for [REDACTED] come to his office and listen to the recorded voice message. [REDACTED] was just as appalled by what he heard as I was and asked Dr. Vladovic what he wanted him to do. It was clear that I wanted her written up but nothing was ever done. Everyone was aware that Dr. Vladovic created a culture where those that were protected by him because of their loyalty to him could get away with just about anything.

Incident #8

One of Dr. Vladovic's first requests was that I create a notebook for him to keep on the bookshelf in his office. He specifically requested that the binder have a picture of an eye on the spine and a cover. Initially I didn't understand what that binder would be used for but soon I understood.

This binder, or what became binders would eventually be filled with names of employees that according to Dr. Vladovic, were people that he needed to keep an "eye" on. People that knew of the "eye" book feared becoming part of it.

I had never worked in an atmosphere where one person manipulated so many situations for personal satisfaction and gratification. Where office staff or school site staff was assigned, reassigned, demoted, or promoted based on his needs or the needs of someone he knew, rather than for the good of the LAUSD students.

I don't understand why the District continues to allow people like Dr. Richard Vladovic to continue to manipulate and control employees through intimidation, to the point where it interferes with the employees work performance. Where years later, the effects of working in such a hostile and intimidating work environment continues to trigger the same emotional and mental anxieties that existed during the time when the harassment was taking place.

LAUSD failed me, and the employees that continue to work under people like Dr. Richard Vladovic because of the lack of employee protection that fails to exist. Dr. Richard Vladovic, has had years of numerous incidents where inappropriate behavior has been displayed by him publicly and privately towards employees of all levels, yet his behavior has not only been allowed to continue, but it has been allowed to move on to higher positions where it is more noticeable to everyone, that harassment is tolerated and allowed by LAUSD.

Through this correspondence, I am requesting that the District respond to me in writing listing the steps it will take to ensure that my allegations will be taken seriously and what it will do to ensure that my rights are protected.

Sincerely,

A large black rectangular redaction box covers the signature area, with a smaller black rectangular redaction box positioned directly below it.