

TRANSMISSION VERIFICATION REPORT

TIME : 10/20/2014 20:55
NAME : UW CRIMINAL JUSTICE
FAX : 608-342-1986
TEL : 608-342-1522
SER.# : 000J4J338163

DATE, TIME	10/20 20:51
FAX NO./NAME	84142974133
DURATION	00:04:40
PAGE(S)	10
RESULT	OK
MODE	STANDARD ECM

To: EEOC Milwaukee Area Office
310 West Wisconsin Ave.
Suite 800
Milwaukee, WI 53203

Fax # 414-297-4133

From: Dr Sabina Burton PhD
5768 Maple Glen Ln.
Platteville WI 53818

cell: 608-331-0203



**EQUAL EMPLOYMENT OPPORTUNITY COMMISSION
INTAKE QUESTIONNAIRE**

Please immediately complete the entire form and return it to the U.S. Equal Employment Opportunity Commission ("EEOC"). REMEMBER, a charge of employment discrimination must be filed within the time limits imposed by law, generally within 180 days or in some places 300 days of the alleged discrimination. Upon receipt, this form will be reviewed to determine EEOC coverage. Answer all questions as completely as possible, and attach additional pages if needed to complete your response(s). If you do not know the answer to a question, answer by stating "not known." If a question is not applicable, write "n/a." Please Print.

1. Personal Information

Last Name: Burton First Name: Sabina MI: L
 Street or Mailing Address: 5768 Maple Glen Lane Apt Or Unit #: _____
 City: Platteville County: Grant State: WI ZIP: 53818
 Phone Numbers: Home: (608) 331-0203 Work: (608) 342-1650
 Cell: (608) 331-0203 Email Address: sabinaburton@live.com
 Date of Birth: 6/29/1965 Sex: Male Female Do You Have a Disability? Yes No
 Please answer each of the next three questions. i. Are you Hispanic or Latino? Yes No
 ii. What is your Race? Please choose all that apply. American Indian or Alaska Native Asian White
 Black or African American Native Hawaiian or Other Pacific Islander
 iii. What is your National Origin (country of origin or ancestry)? Germany

Please Provide The Name Of A Person We Can Contact If We Are Unable To Reach You:

Name: Roger Burton Relationship: Husband
 Address: 5768 Maple Glen Lane City: Platteville State: WI Zip Code: 53818
 Home Phone: (608) 331-0000 Other Phone: () _____

2. I believe that I was discriminated against by the following organization(s): (Check those that apply)

Employer Union Employment Agency Other (Please Specify) _____

Organization Contact Information (If the organization is an employer, provide the address where you actually worked. If you work from home, check here and provide the address of the office to which you reported.) If more than one employer is involved, attach additional sheets.

Organization Name: University of Wisconsin - Platteville
 Address: 1 University Plaza County: Grant
 City: Platteville State: WI Zip: 53818 Phone: (608) 342-1491
 Type of Business: University Job Location if different from Org. Address: _____
 Human Resources Director or Owner Name: John Lohmann Phone: 608-342-1176
 Number of Employees in the Organization at All Locations: Please Check (✓) One
 Fewer Than 15 15 - 100 101 - 200 201 - 500 More than 500

3. Your Employment Data (Complete as many items as you can) Are you a Federal Employee? Yes No

Date Hired: 4/15/2009 Job Title At Hire: Assistant Professor
 Pay Rate When Hired: \$48,000 Last or Current Pay Rate: \$52,268
 Job Title at Time of Alleged Discrimination: Associate Professor Date Quit/Discharged: N/A
 Name and Title of Immediate Supervisor: Dr. Mike Dalecki

If Job Applicant, Date You Applied for Job N/A Job Title Applied For N/A

4. What is the reason (basis) for your claim of employment discrimination?

FOR EXAMPLE, if you feel that you were treated worse than someone else because of race, you should check the box next to Race. If you feel you were treated worse for several reasons, such as your sex, religion and national origin, you should check all that apply. If you complained about discrimination, participated in someone else's complaint, or filed a charge of discrimination, and a negative action was threatened or taken, you should check the box next to Retaliation.

- Race Sex Age Disability National Origin Religion Retaliation Pregnancy Color (typically a difference in skin shade within the same race) Genetic Information; choose which type(s) of genetic information is involved:
 i. genetic testing ii. family medical history iii. genetic services (genetic services means counseling, education or testing)

If you checked color, religion or national origin, please specify: _____

If you checked genetic information, how did the employer obtain the genetic information? _____

Other reason (basis) for discrimination (Explain). _____

5. What happened to you that you believe was discriminatory? Include the date(s) of harm, the action(s), and the name(s) and title(s) of the person(s) who you believe discriminated against you. Please attach additional pages if needed.
 (Example: 10/02/06 - Discharged by Mr. John Soto, Production Supervisor)

A) Date: Numerous Action: Please see attached pages

Name and Title of Person(s) Responsible: Please see attached pages

B) Date: _____ Action: _____

Name and Title of Person(s) Responsible: Please see attached pages

6. Why do you believe these actions were discriminatory? Please attach additional pages if needed.
 Please see attached pages

7. What reason(s) were given to you for the acts you consider discriminatory? By whom? His or Her Job Title?
 Please see attached pages

8. Describe who was in the same or similar situation as you and how they were treated. For example, who else applied for the same job you did, who else had the same attendance record, or who else had the same performance? Provide the race, sex, age, national origin, religion, or disability of these individuals, if known, and if it relates to your claim of discrimination. For example, if your complaint alleges race discrimination, provide the race of each person; if it alleges sex discrimination, provide the sex of each person; and so on. Use additional sheets if needed.

Of the persons in the same or similar situation as you, who was treated better than you?

A. Full Name	Race, sex, age, national origin, religion or disability	Job Title
Dr. Patrick Solar	Male	Associate Professor Assistant

Description of Treatment Please see attached pages

B. Full Name	Race, sex, age, national origin, religion or disability	Job Title
Dr. Rex Reed	Male	Associate Professor Assistant

Description of Treatment Please see attached pages

Of the persons in the same or similar situation as you, who was treated *worse* than you?

A. Full Name	Race, sex, age, national origin, religion or disability	Job Title

Description of Treatment

B. Full Name	Race, sex, age, national origin, religion or disability	Job Title

Description of Treatment: Several women from the Sociology department were also discriminated against in various ways. I do not wish to provide names at this time for fear of retaliation against them.

Of the persons in the same or similar situation as you, who was treated the *same* as you?

A. Full Name	Race, sex, age, national origin, religion or disability	Job Title

Description of Treatment

B. Full Name	Race, sex, age, national origin, religion or disability	Job Title

Description of Treatment

Answer questions 9-12 only if you are claiming discrimination based on disability. If not, skip to question 13. Please tell us if you have more than one disability. Please add additional pages if needed.

9. Please check all that apply:
- Yes, I have a disability
 - I do not have a disability now but I did have one
 - No disability but the organization treats me as if I am disabled

10. What is the disability that you believe is the reason for the adverse action taken against you? Does this disability prevent or limit you from doing anything? (e.g., lifting, sleeping, breathing, walking, caring for yourself, working, etc.).

11. Do you use medications, medical equipment or anything else to lessen or eliminate the symptoms of your disability?

Yes No

If "Yes," what medication, medical equipment or other assistance do you use?

12. Did you ask your employer for any changes or assistance to do your job because of your disability?

Yes No

If "YES", when did you ask? _____ How did you ask (verbally or in writing)? _____

Who did you ask? (Provide full name and job title of person)

Describe the changes or assistance that you asked for:

How did your employer respond to your request?

13. Are there any witnesses to the alleged discriminatory incidents? If yes, please identify them below and tell us what they will say. (Please attach additional pages if needed to complete your response)

A. Full Name	Job Title	Address & Phone Number
Please see attached pages		

What do you believe this person will tell us?

B. Full Name	Job Title	Address & Phone Number

What do you believe this person will tell us?

Members of my department may not be reliable witnesses as they are fearful of retaliation, and recipients of favors, from my abusers. I do not wish to name sympathetic witnesses at this time for fear of retaliation against them.

14. Have you filed a charge previously in this matter with EEOC or another agency? Yes No

15. If you have filed a complaint with another agency, provide name of agency and date of filing:
On Aug 13, 2013 I filed a complaint with ERD and EEOC(ERD case # CR201302243, EEOC case# 26G201301269C).

16. Have you sought help about this situation from a union, an attorney, or any other source? Yes No
Provide name of organization, name of person you spoke with and date of contact. Results, if any?
I am represented by [redacted], as of Aug 28, 2013, for EEOC case# 26G201301269C which is pending a federal court hearing scheduled for Oct. 5, 2015. I am seeking representation for my new complaint.

Please check one of the boxes below to tell us what you would like us to do with the information you are providing on this questionnaire. If you would like to file a charge of job discrimination, you must do so either within 180 days from the day you knew about the discrimination, or within 300 days from the day you knew about the discrimination if the employer is located in a place where a state or local government agency enforces laws similar to the EEOC's laws. If you do not file a charge of discrimination within the time limits, you will lose your rights. If you would like more information before filing a charge or you have concerns about EEOC's notifying the employer, union, or employment agency about your charge, you may wish to check Box 1. If you want to file a charge, you should check Box 2.

Box 1 I want to talk to an EEOC employee before deciding whether to file a charge. I understand that by checking this box, I have not filed a charge with the EEOC. I also understand that I could lose my rights if I do not file a charge in time.

Box 2 I want to file a charge of discrimination, and I authorize the EEOC to look into the discrimination I described above. I understand that the EEOC must give the employer, union, or employment agency that I accuse of discrimination information about the charge, including my name. I also understand that the EEOC can only accept charges of job discrimination based on race, color, religion, sex, national origin, disability, age, genetic information, or retaliation for opposing discrimination.

Saba I. Beal
Signature

10-20-2014
Today's Date

PRIVACY ACT STATEMENT: This form is covered by the Privacy Act of 1974: Public Law 93-579. Authority for requesting personal data and its uses thereof are:
 1. FORM NUMBER/TITLE/DATE, EEOC Intake Questionnaire (9/20/08).
 2. AUTHORITY, 42 U.S.C. § 2000e-5(b), 29 U.S.C. § 211, 29 U.S.C. § 626, 42 U.S.C. 12117(a), 42 USC §2000ff-6.
 3. PRINCIPAL PURPOSE. The purpose of this questionnaire is to solicit information about claims of employment discrimination, determine whether the EEOC has jurisdiction over those claims, and provide charge filing counseling, as appropriate. Consistent with 29 CFR 1601.12(b) and 29 CFR 1626.8(e), this questionnaire may serve as a charge if it meets the elements of a charge.
 4. ROUTINE USES. EEOC may disclose information from this form to other state, local and federal agencies as appropriate or necessary to carry out the Commission's functions, or if EEOC becomes aware of a civil or criminal law violation. EEOC may also disclose information to respondents in litigation, to congressional offices in response to inquiries from parties to the charge, to disciplinary committees investigating complaints against attorneys representing the parties to the charge, or to federal agencies inquiring about hiring or security clearance matters.
 5. WHETHER DISCLOSURE IS MANDATORY OR VOLUNTARY AND EFFECT ON INDIVIDUAL FOR NOT PROVIDING INFORMATION. Providing of this information is voluntary but the failure to do so may hamper the Commission's investigation of a charge. It is not mandatory that this form be used to provide the requested information.

Statement of Dr. Sabina Burton, PhD, Associate Professor, Criminal Justice Department, University of Wisconsin - Platteville. Date of hire 4/15/2009

The UW Platteville administration delays my requests to make things difficult for me. Chancellor Shields delayed my grievance against Dr. Caywood, former chair of the Criminal Justice department, which I filed on Nov 6, 2013. He delivered an unacceptable final action on 26 July 2013.

I filed a grievance against Dr. Caywood and Mr. Dutelle, on July 7, 2013, with Provost Den Herder in which I demanded, among other things, that Dean Throop immediately hold an election for a new CJ chair as required by LA&E Constitution but my grievance was completely ignored and Dean Throop appointed Dr. Dalecki as interim chair in violation of WI state law, LAE constitution, and UW-Platteville bylaws. I have never been scheduled for my requested grievance hearing. Dr. Caywood was removed (or was forced to step down) from the chair position and Mr. Dutelle was moved to another department and ultimately left the school's employ. Only vague and misleading information was circulated to explain these actions.

The University has failed to annually distribute a copy of the UW-Platteville Discrimination and Harassment Policy and the procedures for implementing it as required. They have failed to conduct regular educational programs to sensitize members of the university community to the issues covered by the UW-Platteville Discrimination and Harassment Policy as required. They have failed to post notices to all employees advising them of their rights under the laws EEOC enforces and their right to be free from retaliation as required. A large portion of the University policy has been removed from the university website. The policy and bylaws are undergoing major revision. I believe some new policies and bylaws will be implemented using inappropriate procedures. The school doesn't follow their own policies.

Provost Den Herder, then Dean Nimocks/Den Herder, ordered a mandatory communication workshop for the CJ department on May 10, 2010 but the training was never conducted. In fall 2013 I asked Dr. Dalecki and HR Director John Lohmann to conduct this communication training but the training has still never been conducted.

Chancellor Shields abuses suggestions from well-intentioned advocates of effective communication to limit free speech and documentary evidence of harassment and discrimination. His policy, on not using email to communicate sensitive issues, effectively places a gag-order on victims of discrimination and harassment who cannot convey their messages verbally because of physical and verbal intimidation by superiors and coworkers. The Chancellor's gag-order is very much in effect within the membership of the CJ department. Dr. Dalecki violates the Chancellor's unfair policy routinely by writing long and harsh emails to me. He does nothing when males violate the policy but enforces the policy rigorously on me. In the Department Review Board meeting on January 8, 2014 Dr. Fuller slapped me on my thigh to keep me quiet when I tried to talk. My voting privileges have been violated repeatedly.

Because I protested about Dr. Dalecki's membership of the DRB the former DRB chair, Joe Lomax, removed Dr. Dalecki from the DRB in Jan 2012. Mr. Lomax, the first black professor at UW-Platteville, was forced to retire in 2012.

Around July, 2013 Dr. Dalecki and Dr. Caywood, and possibly others, conspired to intimidate and harass me. On Jul 11, 2013 I informed Chancellor Shields, Provost Den Herder and Dean Throop that I opposed Dr. Dalecki's appointment to chair but my protest was completely ignored and he was made chair of the CJ department in the summer of 2013. Dean Throop changed the chair position to an administrative position to wrest control of the department from its members. The chair is now accountable only to the Dean and not to the department.

Prior to 2013 Dr. Dalecki's former department, Sociology, had tremendous turnover of female faculty members. These women could shed light on his previous violations. I have contacted a handful of women who suffered severe discrimination under his authority. One of them became suicidal as a result of his harassment and discrimination.

Dr. Dalecki discriminated against me in evaluations while giving male department members higher marks for similar work and refused to change the discriminatory marks even after he was shown that they were disparate. Dr. Dalecki unfairly graded me lower than my male colleagues, to give me what he called "room to grow."

Dr. Dalecki uses intimidation to make me, and other women, nervous and worried. He cultivates madness in women like he is watering a plant. In March 2014, on 2 occasions, he told me about a former female colleague in sociology who he claimed "made up" a sexual harassment claim against him around 2009. He told me he brought his gun to school in case she attacked him. I was worried that I might be in bodily danger if he ever perceived me to be a "crazy woman," as he called her. Her grievance committee wrongly found no evidence of harassment and she was forced to leave the school in disgrace. Dr. Dalecki is a member of the grievance committee.

At a department meeting on Jan 21, 2014 Dr. Dalecki announced that Dr. Solar would be the new FI Coordinator and the old FI Coordinator, Diana Johnson, seemed to know nothing about the change. Dalecki told her "we talked about this" but Johnson didn't seem to remember having had that conversation. I believe he sprung the news on her and lied to her face in a public forum so she would react angrily making her seem like a "crazy woman." Johnson left UW Platteville on short notice on June 4, 2014. Aric Dutelle also left on short notice around the same time leaving our FI department with no faculty members.

In the report of his analysis of the Forensic Investigation (FI) program, distributed on May 16, 2014, an independent expert auditor wrote: "Departmental leadership is important to addressing the problematic nature of the FI major, but the consequential problems as a result of the creation and perpetuation of the FI program goes well beyond departmental leadership. Campus administration and the dean's office must shoulder

some responsibility for the train wreck that occurred much later." A second expert auditor had similarly harsh words for the program.

In early June 2014 Dr. Dalecki told members of the department that I had dropped the ball on a German delegation he falsely called "my guests" and enraged my colleagues against me with lies. Dr. Dalecki humiliated me in front of the German delegation and excluded me from events during their visit. He wasted the honorarium I donated (about \$6,400) ensuring that the money was used up leaving nothing for follow on trips or for the only meeting time he allowed me to give my presentations, 7 pm Sunday night. He never publicly acknowledged me for anything I did in preparation for the visit or for my donation.

On June 25, 2014 Dr. Cheryl Fuller informed me that Dr. Dalecki and Dean Throop had discussed my termination because I wanted an outside investigation into the corruption in the University. Fuller told me "you need to humble yourself or they will fire you."

I attempted mediation with Dr. Dalecki on June 27, 2014. The first meeting was not conducted properly. Dr. Dalecki had met with both mediators but I did not have an opportunity to meet with them prior to the first mediation meeting. Jen DeCoste, Chief Diversity Officer and Assistant Chancellor for Diversity and Inclusion, would not let me tell my side of the story, used harsh and exaggerated language to describe my actions while using polite language in reference to Dr. Dalecki that minimized his contribution to the problem. She allowed Dr. Dalecki to close the meeting and agreed with him that we should not re-hash the past in mediation. The University, not me, cancelled mediation on Aug 21, 2014.

On Aug. 27, 2014 I filed a formal grievance with the convener of the UW-Platteville grievance committee Dr. Parsons against Dr. Dalecki. Then on Sept. 16, 2014 Dr. Fairchild, the chair of the grievance committee, wrote that he "will set a date this week" but he did not schedule the hearing. On Oct. 2, 2014 I emailed Chancellor Shields, Provost Den Herder, and Dean Throop requesting a formal investigation into the abuse I suffer under Dr. Dalecki and informed them of the delay in scheduling my grievance hearing. As of this writing no investigation has been initiated and my grievance hearing has not been scheduled.

In Sept 2014 I communicated to Dean Throop that I was available and interested in chairing the search for a new department chair but she would not allow the CJ department to select a chair for the search from within our department.

On Oct. 17, 2013 Dr. Dalecki called me into his office and reprimanded me for having written a complaint to the chancellor about his appointment as interim chair. He told me, that my reputation within the department was poor because of the grievance and complaint I filed against the previous chair and that he was the right choice for chair because he "knew where the skeletons were buried." He also told me that I was wrong to file an ERD/EEOC complaint against Dean Throop and pressured me to withdraw the

complaint. This leads me to believe his discrimination is partly because of retaliation for my complaint.

Dr. Dalecki assigns junior faculty to prestigious assignments and leaves me completely out of assignments that should be offered first to senior faculty. Dr. Dalecki refuses to honor my contract, which calls for teaching online as part of my "principle assignment," and only allows me to teach online as overload. He has decreased my job responsibilities greatly and keeps me out of important department discussions. He makes promises of future prestigious assignments but does not follow through on his promises.

During fall semester of 2014 Dr. Dalecki limited the number of department curriculum members to 5, specifically to exclude me from the committee even though policy calls for "at least 5 members." The most senior member on the committee, Dr. Reed is a probationary faculty member in his third year of appointment. Dr. Solar, a junior faculty member is also on the curriculum committee even though nobody seems to have nominated him for the position. I believe the "vote" was rigged or at least influenced by intimidation and lies. Dr. Dalecki assigned second year probationary faculty member Dr. Patrick Solar to chair three CJ faculty searches. I have chaired only two searches in five years. Dr. Solar, a junior faculty member, was made director of the FI program and participated in the 700 hr academy along with Dr. Reed though I am more qualified than either of them for both of those positions. Dr. Caywood is assigned to teach seminar and to teach classes in the FI program while I am not given that opportunity. Dr. Dalecki does not allow me any input into the re-shaping of the FI program even though both of our FI faculty members have gone and I have more experience in the field than anyone else in the department.

Dr. Solar violated school policy by advertising three search positions without ever having solicited an endorsement of all department members for the wording of the job description as required. On Oct 16, 2014 I informed Provost Den Herder, Dr. Dalecki and HR director John Lohmann of the policy violation. I anticipate the university will not act to correct this violation but will continue with the hirings.

In July, 2014 Dr. Dalecki assigned the spring 2015 Comparative Criminal Justice course to junior staff member Dana Cecil although I am the only CJ member with international criminal justice experience (having served with the German police, interned with Scotland Yard, and worked with various European police agencies in the past). He assigned me instead to a lower level Police Function class. In Fall 2014 the upper division undergrad Seminar class is taught by our newest hire, Dr. Nemmetz though I have asked repeatedly to teach this course.

Dr. Dalecki gives unreasonable and vague explanations for his adverse actions against me and claims that he is just being fair to others. Dr. Dalecki routinely makes decisions that affect the department greatly without discussing them with the rest of the department, or especially with me. He violates policy and allows, even encourages, select members of the department to violate policy. He has created a hostile and uncooperative work environment for me, as well as for many others. Dr. Dalecki lied on several occasions.

He opposed my promotion for no reason in Jan 2012. During spring semester 2014 Dr. Dalecki mentioned to me, on several occasions, that he was good in politics because he "enjoys confrontation." He has praised me only privately and only offers criticism about me publicly. After the University cancelled mediation he stopped talking to me altogether.

According to a compensation analysis by Dr. Barnet of Sept 25, 2014 Dr. Solar is paid \$1,479 more annually than he should be (based on peer avg, yrs at rank, meirt yrs), Dr. Gibson is paid \$3,569 more than he should be, Dr. Reed is paid \$3,303 less than he should be and I am paid \$11,357 less than I should be.

I am in a pressure cooker designed to make me so miserable at UW-Platteville that I will give up and leave like many other women and minorities before me. Stress arising from ongoing discrimination and Dr. Dalecki's harassment put me in the hospital on Aug 15, 2014. I believe I suffer the above discrimination and harassment because of my gender, because I reported the sexual harassment of a student and as retaliation for my grievances and ERD/EEOC complaint.

I have catalogued solid evidence to support almost all of my claims. Members of my department may not be reliable witnesses as they are fearful of retaliation and are recipients of favors from my abusers.

EEOC Form 5 (11/09)

CHARGE OF DISCRIMINATION		Charge Presented To: Agency(ies) Charge No(s):	
This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.		<input type="checkbox"/> FEPA <input checked="" type="checkbox"/> EEOC	
Wisconsin Equal Rights Division		443-2015-00090	
<i>State or local Agency, if any</i>			
Name (Indicate Mr., Ms., Mrs.)		Home Phone (Incl. Area Code)	Date of Birth
Ms. Sabina L. Burton		(608) 331-0203	06-29-1965
Street Address City, State and ZIP Code			
5768 Maple Glen Rd, Platteville, WI 53818 Ln			
Named is the Employer, Labor Organization, Employment Agency, Apprenticeship Committee, or State or Local Government Agency That I Believe Discriminated Against Me or Others. (If more than two, list under PARTICULARS below.)			
Name		No. Employees, Members	Phone No. (Include Area Code)
UNIVERSITY OF WI-PLATTEVILLE		500 or More	(608) 342-1491
Street Address City, State and ZIP Code			
1 University Plaza, Platteville, WI 53818			
Name		No. Employees, Members	Phone No. (Include Area Code)
Street Address City, State and ZIP Code			
DISCRIMINATION BASED ON (Check appropriate box(es).)		DATE(S) DISCRIMINATION TOOK PLACE	
<input type="checkbox"/> RACE <input type="checkbox"/> COLOR <input checked="" type="checkbox"/> SEX <input type="checkbox"/> RELIGION <input type="checkbox"/> NATIONAL ORIGIN <input checked="" type="checkbox"/> RETALIATION <input type="checkbox"/> AGE <input type="checkbox"/> DISABILITY <input type="checkbox"/> GENETIC INFORMATION <input type="checkbox"/> OTHER (Specify)		Earliest Latest 04/15/2009 10-28-2014	
		<input checked="" type="checkbox"/> CONTINUING ACTION	
THE PARTICULARS ARE (If additional paper is needed, attach extra sheet(s)):			
1. I began working for the Respondent on or about April 15, 2009 as an Assistant Professor. My most recent position is as an Associate Professor. During my employment, I have made complaints both internally and with the Wisconsin Equal Rights Division (FEPA charge no. 201302243) that I was being treated differently and harassed because of my sex. As a result, I have been subjected to intimidation and disciplinary action. I am aware that my wage is lower than that of male colleagues who have less experience and education than I do. In addition, I am not selected for assignments though I express interest in them and I have been assigned to teach lower level, undergraduate courses though I am interested in and qualified for graduate and online courses.			
2. I believe I have been discriminated against on the bases of my sex, female, and in retaliation for engaging in protected activity in violation of Title VII of the Civil Rights Act of 1964, as amended to include §704(a).			
I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.		NOTARY - When necessary for State and Local Agency Requirements	
I declare under penalty of perjury that the above is true and correct.		I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.	
_____ Date		_____ SIGNATURE OF COMPLAINANT	
x 12-7-14 _____ Date Charging Party Signature		_____ SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE (month, day, year)	



Hawks
Quindel S.C.
ATTORNEYS AT LAW

MILWAUKEE OFFICE
222 E Erie Street, Suite 210
P.O. Box 442
Milwaukee, WI 53201-0442
PH: 414-271-8650 FAX: 414-271-8442

July 21, 2015

VIA EMAIL (melissa.lawent@eoc.gov) AND REGULAR MAIL

Melissa Lawent, Federal Investigator
Equal Employment Opportunity Commission
310 West Wisconsin Avenue, Suite 500
Milwaukee, WI 53203

RE: Sabina Burton v. University of Wisconsin-Platteville
EEOC Charge No. 443-2015-00090C

Dear Ms. Lawent:

I write on behalf of Professor Sabina Burton to supplement her initial statement of discrimination in the above captioned matter and to insure that her complaint is amended to include the events that have occurred subsequent to the date she filed it.

Please note that this is the second of two complaints Dr. Burton filed with the EEOC. The first complaint, *Burton v. UW Platteville* EEOC Case No. 26G201301269C, (copy attached) on August 13, 2013 laid out twenty-one discrete adverse employment actions and alleged that they constituted illegal discrimination in the terms and conditions of her employment due to her gender and retaliation for her opposition to discrimination in the work place. The EEOC issued a right to sue notice with regard to this complaint on February 16, 2014. Dr. Burton filed a complaint alleging illegal discrimination and retaliation with the U.S. District Court for the Western District of Wisconsin on April 14, 2014. (Copy attached.)

Unfortunately, subsequent to the filing of her lawsuit, officers of the Defendant continued to engage in discriminatory and retaliatory adverse employment actions. As result Dr. Burton filed an intake questionnaire with your office on October 20, 2014. That is the complaint before you now as EEOC Charge no. 443-2015-00090C. She completed the Charge of Discrimination (EEOC Form 5) and signed it on December 5, 2014.

Agents of the Defendant continued even after that to take adverse employment action against Dr. Burton, leading directly to a significant exacerbation of an existing serious health condition requiring her to take a medical leave of absence from her professorial responsibilities and to substantially reduce her efforts to prosecute her claims. We entered our notice of

July 21, 2015
Page 2

appearance by correspondence dated March 13, 2015. In a subsequent communication I asked that you hold the investigation in abeyance in light of Dr. Burton's health issues and also advised you that we would be filing a supplemental statement on her behalf to capture Respondent's illegal acts that occurred subsequent to October 20, 2014.

Supplemental Statement

The following most significant additional discriminatory acts of discrimination and retaliation have occurred subsequent to October 17, 2014.

Dr. Burton's efforts to accomplish an internal administrative resolution to the matters about which she complained in her first EEOC Complaint of Retaliation and Discrimination have been thwarted by the Respondent's agents.

1. Following a series of stymied and procedurally suspect grievance procedures, on October 11, 2014, Dr. Burton sent an email to Provost Nimocks-Den Herder, with a copy to Chancellor Shields and Mr. Fairchild in which she explained the unfair treatment of her efforts to resolve the issues of discrimination and retaliation and asked for a grievance hearing "as soon as possible" and renewed her request for the Chancellor's office to conduct an investigation into the "unfair treatment, intimidation and retaliation [she was] suffering." Her requests were again denied.
2. On November 12, 2014, she emailed a grievance against Dean Throop for issuing a reprimand on October 28, 2014 containing false or misleading factual information.
 - a. The grievance commission chaired by Dr. Balachandran delayed the hearing indefinitely despite her repeated requests to expedite same.
 - b. Dr. Balachandran manipulated policy which had the consequence of biasing the grievance process against Dr. Burton.
 - c. She requested explanations but received no response.

Agents of the Respondent continued to threaten and to falsely accuse Dr. Burton, then relied in part on the false accusation to initiate an investigation of charges that may result in the imposition of severe discipline:

1. Dean Throop officially reprimanded Professor Burton in a letter of direction dated October 28, 2014 that contains false information. The gravamen of the reprimand is that Dr. Burton has involved the administration and the University grievance procedures to attempt to end the various forms of retaliation she has continued to endure.
2. Between December 5 and December 10, 2014 Dean Throop made threats and directions that violate faculty governance law. She then removed Dr. Burton from the chair search committee because she would not voluntarily exclude herself from evaluating one of the chair candidates.
3. On December 16, 2014 Dean Throop sent Dr. Burton an email, with a copy to the interim department chair, falsely accusing her of canceling classes on the last scheduled day of classes prior to the holiday break and threatened disciplinary measures.

July 21, 2015
Page 3

- a. On December 19, 2014 Throop apparently withdrew her false accusation.
 - b. Dean Throop did not copy the interim department chair with her withdrawal of admonition.
4. On January 5, 2015, Dean Throop filed an official UWS 6.01 complaint against Dr. Burton that is replete with false information.
 - a. On January 15, 2015 the Chancellor directed an immediate investigation into her false claims against Dr. Burton and tasked Dr. Barraclaugh with completing the investigation by Feb 2, 2015.
 - b. On January 17, 2015, Dr. Burton requested Dr. Barraclaugh to send her the procedures for handling complaints and proof that the procedures had been authorized properly but he directed her, two weeks later on February 2, to work with Dr. Balachandran, who is now retired.
 5. In January, 2015 Dr. Burton received poor marks in her evaluation. She appealed the evaluation and asked that Dr. Caywood, who Dr. Burton has named as a defendant in the pending federal court lawsuit, be removed from the faculty committee that was to consider her appeal on the basis of conflict of interest. Her request was ignored and the committee, with Caywood still on the board, upheld her poor rankings without responding to her arguments.
 6. Agents of the Defendant have actively isolated Dr. Burton within the department by coercing and/or enticing other members to exclude her from activities and discussions and through termination of her supporters.

Dr. Burton's health has been severely affected by the stress she has been placed under. In addition to other significant health issues, she developed two bleeding ulcers. Following her doctor's orders, she commenced sick leave on January 20, 2015 and was released to return to normal duties on April 17, 2015 with her physician's recommendations for accommodations in employment. There have been additional issues related to her course assignments and related to the assignment of interns during the summer.

Perhaps most telling among these subsequent adverse employment acts, Dean Throop wrote in her letter of direction reprimand of October 18, 2014:

"Direction # 1. You will actively work to resolve your complaints and issues on the most *local* level possible: your department, before invoking assistance from the administration.

This after Throop had been identified as a respondent in an EEOC complaint and a defendant in a federal Title VII lawsuit. Then, in December, 2014, Throop relied upon this direction to ground her call for serious discipline.

Thank you for your time and attention to this matter. Please feel free to call or write if you have any questions.

July 21, 2015
Page 4

Very truly yours,

HAWKS QUINDEL, S.C.

Timothy E. Hawks
Kak

Timothy E. Hawks
thawks@hq-law.com

TEH:kak

Enclosure

cc: Sabina Burton (via email)

EEOC Form 161-B (11/09)

U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION
NOTICE OF RIGHT TO SUE (ISSUED ON REQUEST)

To: Sabina L. Burton
5768 Maple Glen Rd
Platteville, WI 53818

From: Milwaukee Area Office
310 West Wisconsin Ave
Suite 500
Milwaukee, WI 53203

On behalf of person(s) aggrieved whose identity is
CONFIDENTIAL. (29 CFR §1601.7(a))

EEOC Charge No.	EEOC Representative	Telephone No.
443-2015-00090	Melissa A. Lawent, Investigator	(414) 297-3472

(See also the additional information enclosed with this form.)

NOTICE TO THE PERSON AGGRIEVED:

Title VII of the Civil Rights Act of 1964, the Americans with Disabilities Act (ADA), or the Genetic Information Nondiscrimination Act (GINA): This is your Notice of Right to Sue, issued under Title VII, the ADA or GINA based on the above-numbered charge. It has been issued at your request. Your lawsuit under Title VII, the ADA or GINA must be filed in a federal or state court **WITHIN 90 DAYS** of your receipt of this notice; or your right to sue based on this charge will be lost. (The time limit for filing suit based on a claim under state law may be different.)

- More than 180 days have passed since the filing of this charge.
- Less than 180 days have passed since the filing of this charge, but I have determined that it is unlikely that the EEOC will be able to complete its administrative processing within 180 days from the filing of this charge.
- The EEOC is terminating its processing of this charge.
- The EEOC will continue to process this charge.

Age Discrimination in Employment Act (ADEA): You may sue under the ADEA at any time from 60 days after the charge was filed until 90 days after you receive notice that we have completed action on the charge. In this regard, the paragraph marked below applies to your case:

- The EEOC is closing your case. Therefore, your lawsuit under the ADEA must be filed in federal or state court **WITHIN 90 DAYS** of your receipt of this Notice. Otherwise, your right to sue based on the above-numbered charge will be lost.
- The EEOC is continuing its handling of your ADEA case. However, if 60 days have passed since the filing of the charge, you may file suit in federal or state court under the ADEA at this time.

Equal Pay Act (EPA): You already have the right to sue under the EPA (filing an EEOC charge is not required.) EPA suits must be brought in federal or state court within 2 years (3 years for willful violations) of the alleged EPA underpayment. This means that backpay due for any violations that occurred **more than 2 years (3 years)** before you file suit may not be collectible.

If you file suit, based on this charge, please send a copy of your court complaint to this office.

On behalf of the Commission

JUL 31 2015

Enclosures(s)

Julianne Bowman, *MAC*
District Director

(Date Mailed)

cc:

UNIVERSITY OF WI-PLATTEVILLE
Jennifer Sloan Lattis
Deputy General Counsel
Office of General Counsel
1852 Van Hise Hall
1220 Linden Drive
Madison, WI 53706