



**Claims of Dr. Burton:**

**Dr. Thomas Caywood, Chair of the Criminal Justice dept., practices discrimination on the basis of sex and favoritism toward Mr. Aric Dutelle creating disparate impact and a retaliatory work environment. He conspired with Mr. Dutelle against me. He defamed me.**

**Mr. Aric Dutelle, Associate Professor, practices unethical behavior, contributes to a retaliatory work environment, falsified his job application and participated in his own hiring. He enjoys and aggressively protects the disparate impact created by Dr. Caywood's practice of favoritism and discrimination on the basis of sex. He conspired with Dr. Caywood against me.**

All statements are to the best of my recollection and knowledge. All exhibits and appendices are located on the CD that accompanies this package.

Provost Nimocks Den Herder is biased in favor of Mr. Dutelle and should be removed from the assignment to handle this complaint.

In my claim against Dr. Caywood I offer numerous examples of the disparate impact of his employment practices in the form of favoritism toward Mr. Dutelle and retaliation on the basis of sex toward me. Dr. Caywood has consistently given Mr. Dutelle more opportunity for extra pay, lower workload, higher status assignments and better working conditions even though I have higher qualifications and seniority. Dr. Caywood has been unable and unwilling to demonstrate that the challenged practices are job related or consistent with business necessity offering ill conceived arguments, or none at all, to mask his true reasons. He has engaged in discriminatory practices with malice and reckless indifference to my federally protected rights. Civil Rights act of 1991, Title I, Sec 102 (SEC. 1977A. [42 U.S.C. 1981a]) (appendix VIII). The university system should remove Dr. Caywood from the chair position.

Title VII of the Civil Rights Act of 1964 requires employers to post notices to all employees advising them of their rights under the laws EEOC enforces and their right to be free from retaliation. Until I posted the law on my door, on about April 25, 2013, I could not find the informational poster anywhere in the department's area or in the entire building.

Title VII of the Civil Rights Act of 1964 states that it is illegal to discriminate in any aspect of employment including: Job Advertisements. (appendix III) (appendix VIII) Dr. Caywood violated this law when he allowed Mr. Dutelle to write his own job description and be involved in his own hiring process. Mr. Dutelle likewise violated this law in the same act.

I have been asking Dr. Caywood to answer my questions for months and he ignored my requests for answers. Even in his rebuttal many of my accusations against him were completely ignored. For example, he did not address my accusation that Mr. Dutelle wrote the harsh and defaming letter Dr. Caywood emailed to me on Jan 24, 2013, which was cc'd to the Dean. My claim that Dr. Caywood and Mr. Dutelle have conspired against me is supported by that fact. What has been happening to me goes well beyond mere competition between two "type A" scholars and far beyond Dr. Caywood's obvious favoritism of Mr. Dutelle, who has taken unfair advantage of that favoritism in many ways.

Mr. Dutelle lied on his job application and/or resume, wrote his own job description, participated in his own hiring process and removed his own search and screen file to avoid scrutiny of his unethical behavior. He has contributed to the hostile work environment I suffer by yelling at me, glaring at me, intimidating me, writing harsh emails to me and withholding requested information from me in an effort to limit my advancement. Mr. Dutelle acts like he is my boss even though he has only a one year online Master's degree and failed to earn his PhD. Though his puffed up qualifications are far inferior to mine Dr. Caywood called him the "logical choice" to chair five prestigious search committees while I chaired only one. Mr. Dutelle must not become the CJ chair!

Until Jan 24<sup>th</sup>, 2013 I was willing and eager to settle the student complaint issue with Dr. Caywood. I wanted a good working environment. I sought help from Dean Throop and from HR Director Jean Durr and asked for mediation on the issues. Dr. Caywood was completely uncooperative. Unfortunately I have been forced to take more drastic action and now firmly oppose Dr. Caywood. He must be removed from the chair position!

Since I have filed the claim against Dr. Caywood I have noticed a change in the way I am received by fellow employees, especially Mr. Dutelle. I feel that there are false rumors spreading about me and I have been isolated in my department. This is why I require a formal and public apology that sets the record straight and restores my good name within the department and beyond.

Dean Throop did not help me giving as reason that she did not want to interfere in what she called "faculty governance matters." I think she believed unsubstantiated rumors and defamatory misinformation about me from Dr. Caywood and Mr. Dutelle. She did not give my

side of the story due consideration before making her decision. She seems to believe that I have not been following my department's governance procedure (exhibit ZL) but I have been following procedures. So, somebody is lying to her, and she believes the lies. She also said she has no ability to intervene in my issue. I believe the position of Dean holds the power to set the issue right but if she doesn't know she has the power I need to go elsewhere to find someone who has the courage, conviction and the power to resolve this issue.

Dr. Caywood's support for my efforts in bringing a cyber-security program to UW-Platteville was suddenly withdrawn without warning or explanation. He has not considered me for chair positions of search and screen committees for which I am qualified. He has treated me in a demeaning and unfair way. He has relegated me to teaching lower level courses when I should be working in a capacity more in line with my high qualifications. I have repeatedly asked Dr. Caywood why he has been treating me this way but I have received no answers, in fact, I have been told by our Affirmative Action Officer and HR Director Jeanne Durr that Dr. Caywood doesn't have to answer my questions. Dr. Caywood has also ignored Jeanne Durr's requests to meet with her about this matter. In the absence of any other viable excuse, explanation, or reason for his inappropriate behavior I have come to the logical conclusion that his retaliation against me is primarily because he disapproved of the way I handled a student complaint. I handled the student complaint according to UWP guidelines and do not deserve the retaliation I am suffering.

Dr. Caywood called on me to do department work after signing a release from work statement for my sabbatical and didn't offer any assistance for the demanding task. He called me the "token woman" for a committee. He routinely tells groups of students that "we only want your money" thinking it to be funny. He has driven away qualified professors because they did not conform to his agenda. He has told me in no uncertain terms that he wants me to get a job elsewhere. He hindered my promotion to Associate Professor. He was hesitant to support my tenure request saying the only reason he voted for my tenure is that it "wasn't worth the fight." He knew I'd fight for it because that is the only way I get anything from him. He marked my proposal for a new class in RED MARKER like I was a school girl. He harshly rejected a perfectly good proposal the day he knew I was leaving to bury my father and made me jump through hoops to "correct" it. He protected a male professor who made a very inappropriate "mistake" but "hung me out to dry." He is not sensitive to sexual harassment issues. He kept me in an office beneath my position for four years while three junior male members of the department had window offices. After I produced a doctor's note saying that natural lighting would help with my severe eye strain and requesting that I be moved to an office with natural lighting he didn't even respond. He threatened me with retaliation if I supported another faculty member. He allowed Mr. Dutelle to write a harsh letter to me that he sent as his own without even fact checking it. He allowed Mr. Dutelle to write his own job description

advertisement and failed to have the department vote on the description as required. He allowed Mr. Dutelle to participate in his own hiring. His writing skills are poor. He has passed students with high grades who have dismal writing skills. He harshly cautioned me in a defamatory email cc'd to Dean Throop for something he had signed off on three months earlier. He lied in his written grievance rebuttal and contradicted himself within the same document. He lied verbally in the grievance hearing. The only thing he can point to for the reason for his anger toward me is that I am complaining about the way he treats me. He re-wrote university policy to suit himself and demands the department to follow his rules rather than those of the university. These rules of his are still in effect in our department as of July 4, 2013. Even after he was told numerous times that a student complaint was a serious sexual harassment issue he still considered it to be merely a faculty governance issue that should have been contained within the department. He assigns lucrative and prestigious positions to advance his own political advantage rather than basing the assignments on merit or seniority. He purposely delays my requests. He is hardest on me when I am hurting and vulnerable. He withheld information from a promotion committee that would have allowed me to be promoted resulting in rejection of my promotion request and the need for an appeal of the decision. He makes it hard for me to get paid for events. He makes untrue claims because he believes they make his case stronger. He does what is easier instead of what is right. He failed to conduct mandated communication training as instructed. He gave me artificially low scores in performance evaluations. He calls someone with a one year online master's degree the "logical choice" over me though I have seniority and much higher qualifications. He violates fair employment regulations such as mandatory training and the requirement to post notices of equal opportunity laws. He refused to cooperate with the director of Human Resources in mediation to settle our differences. He refuses to answer my questions. He does not give me credit for my good work. He has been condescending, demeaning, intimidating, rude and harsh with me. He has thrown stumbling blocks in my path toward advancement. He assigns me lower level classes to teach while higher level courses are taught by personnel with lower qualifications than me. He assigned the Comparative CJ Systems class, which includes discussing German police, to a junior staff member rather than to me though I have extensive international experience and I worked for the German police. He told me that a woman's income is secondary to a man's income. He has ignored my invitations to participate in events. He ignored my suggestions for department meeting topics and intimidated me so that I felt uncomfortable broaching the subjects in meetings. He has unfairly given Mr. Dutelle advantage after advantage over me.

Dr. Caywood has been the subject of previous sexual harassment/discrimination claims. I supported him when I was questioned about my experiences in that regard because at the time I had not personally witnessed harassment or discrimination. I would like to re-open those investigations and update my testimonies.

Dr. Caywood's attitude toward me changed after the student complaint of Oct 10, 2012. I now find it very difficult to communicate with him and on numerous occasions he has ignored my email messages altogether. In the second half of December, after my husband had a discussion with Dr. Caywood, the tension at work seemed to improve. Then on Jan 24, 2013 Dr. Caywood withdrew his support for my cyber-crime efforts in a harsh letter. The letter came only days before I was to accept a \$7,000 ceremonial grant check to help advance a proposed cyber-security project at UW-Platteville. I fully expect that Dr. Caywood, if given the opportunity, would try to harm my other projects as he has harmed my cyber-crime project.

My health has suffered, my family has suffered. I have been bullied, humiliated, and discriminated against. I have spent much time explaining my position to Dr. Caywood, Dr. Throop, Jeanne Durr, Dr. Wilson and the grievance committee instead of pursuing my publication offers, research and funding opportunities, and guiding undergraduate research.

I hope my efforts will provide a level of protection to vulnerable students. I hope I can finally get some answers to the questions I have been asking. I believe I am entitled to an official apology, a remedy, and an assurance that I will be treated fairly in the future. I want and deserve the opportunity to give my best efforts and undivided attention to UW-Platteville and our students.

I have met with foot dragging, indifference and even counter-accusations from those to whom I have gone for help in this matter. I asked the LA&E Dean and the Affirmative Action Officer and HR Director Jeanne Durr multiple times to officially investigate Dr. Caywood's retaliation against me with no real results. I made my first written request for an official investigation to Jeanne Durr on Nov 17, 2012. The Chancellor's office violated university bylaw by ignoring the grievance committee's findings for over a month. Since the Chancellor's response to the grievance committee findings (exhibit ZA-2) indicated that more information was needed I am providing this new package containing my entire and updated grievance.

I beseech you to give serious and focused consideration to my grievance and to act swiftly to set this right.

Sincerely,

Sabina Burton, Ph.D.  
Associate Professor, Criminal Justice