

Zimbra

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Mediation

From : Sabina Burton <burtons@uwplatt.edu>

Sat, Jun 28, 2014 05:02 PM

Subject : Mediation 1 attachment**To :** Jennifer M deCoste <decostej@uwplatt.edu>**Cc :** John A Lohmann <lohmannj@uwplatt.edu>

Jen,

I would like to express my gratitude that I am afforded the opportunity to attempt resolution of the differences between Dr. Dalecki and myself.

Unfortunately, I must demand that you be removed from the panel of mediators. I felt good about your involvement at the beginning of the meeting but your closing comments show that you have pre-judged me. For that reason I do not believe your involvement has any chance of bringing about desirable results.

You closed the meeting with an admonition of me saying (verbatim) "Frankly I read through everything and email communications that you sent out, that went out to everybody in the department, that were really directed towards Mike, is another form of bullying or uncivil behavior that made it very difficult for Mike to proceed except to say, "hey, we need to talk about this." And it kept happening and he kept reiterating, "we need to talk about this." I find that actually the style of email communication that YOU'RE participating in is quite aggressive and belittling and is not helpful. So, just as you thought that you were blasted or, or sworn at or threatened on a phone call I found the tone of those emails to be quite threatening."

Not only do your comments show that you have pre-judged me but some statements are false, you over-state the impact of my actions while diminishing the impact of actions of others on me, imply that I don't even know when someone swears at me, wrongly interpret the tone of my email(s) to be "threatening" and you make these comments in front of the person with whom I am having a difficult time working.

1. My emails are not bullying and I take offense to hearing you suggest that I am bullying my boss. I have been abused in my department for a long time. In the movie "A Christmas Story" young Ralphie finally loses control and tears into a larger boy who had been tormenting him all school year. Who was the bully in that scene? Ralphie? In case you're not familiar with the scene here is a link to it on Youtube:

<http://www.youtube.com/watch?v=XvijyBIgazE>

Please call up www.workplacebullying.org where you will find a listing of the most common tactics adopted by bullies like Dalecki. I will explain my claims at the next mediation meeting. I am not the bully, Dalecki is!

2. Your comments remind me of a conversation I had with Jeanne Durr when she said " Tom is probably going to feel battered" in reference to my resistance to Caywood's abuse.

3. The tone of my emails were harsh, yes, some of my comments were made in anger, yes; and I have apologized for that. But I did not make any threats. A threat would be something like: "If you don't humble yourself you can be fired." That is a threat, and that threat was made to me. Dr. Fuller told me that Dalecki and Throop talked about getting me fired. I believe her.

4. Your comments are another example that demonstrates why verbal communication can be more problematic than written communications. How would I be able to hold you accountable for your words if I didn't have a record of what was said? You could easily argue that I remembered your comments inaccurately and that you had never said those things. And how could I prove you wrong?

5. Dalecki made mistakes in that email exchange yet you did not address his role in fueling the conflict.

6. You did not allow me to express my points against Dr. Dalecki at our first meeting due to a lack of time yet you allowed Dalecki to make a closing statement at the first meeting.

I have become extremely sensitive to unfairness. Any mediation must consider that fact if mediation is to be successful.

Sabina



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