

Zimbra

burtons@uwplatt.edu

Re: grievance

From : Sabina Burton <burtons@uwplatt.edu>

Sat, Oct 11, 2014 12:51 PM

Subject : Re: grievance**To :** Mittie Nimocks Den Herder <denherderm@uwplatt.edu>**Cc :** Dennis J Shields <shieldsd@uwplatt.edu>, G. Daniel Fairchild <fairchig@uwplatt.edu>

Provost Nimocks Den Herder,

I believe that the grievance as worded to the grievance committee on August 27, 2014 is best heard by the grievance committee. To be clear, I want the grievance hearing as soon as possible. I was hoping that the chancellor's office would show concern about my complaint about Dalecki, and the unnecessary delay in hearing my grievance against him, and would be interested in fostering a fair work environment where my education, training and skills can be used in productive ways. I was hoping the chancellor's office would be interested in finding out if my complaint is valid and if so take the necessary steps for my benefit as well as for the benefit of the department, school, and students.

I am afraid that once again the Chancellor's office will force me to find another venue to address the injustices I endure. I feel punished by my chair and by the chancellor's office for having claimed disparate treatment and retaliation by Dr. Caywood. Because the administration didn't take my previous claims of abuse seriously I was forced to file a official complaint with ERD/EEOC. I did so on the last day possible after exhausting all internal means of addressing the issue.

Dr. Dalecki has drastically decreased my job responsibilities and taken job experiences away from me. He has, and continues to discriminate against me. He refuses to talk to me. The university stopped mediation between Dr. Dalecki and me. I don't get a grievance hearing, yet the chancellor says that problems should be addressed in face-to-face conversations. UW-Platteville violates my due process rights. The administration investigated Dr. Fuller's claims of sex discrimination against Dr. Caywood in 2010 and 2011 but offer me only delays and roadblocks.

The Chancellor's office should investigate the unfair treatment, intimidation and retaliation I am suffering. It just isn't right to ignore my complaints.

Sabina Burton

----- Original Message -----

From: "Mittie Nimocks Den Herder" <denherderm@uwplatt.edu>
To: "Sabina Burton" <burtons@uwplatt.edu>
Cc: "Dennis J Shields" <shieldsd@uwplatt.edu>, "G. Daniel Fairchild" <fairchig@uwplatt.edu>
Sent: Thursday, October 9, 2014 11:02:50 AM
Subject: grievance

Dear Dr. Burton,

I understand that you have filed a grievance pursuant to Wis. Admin. Code sec. UWS 6.02 and Chapter 6 (6.3.16.3) of the UW-Platteville Faculty Handbook (also see UW-Platteville Faculty Bylaws Part II Article III) with the UW Platteville Faculty Complaints and Grievance Commission, but that they have not yet acted on it. You have now asked to file a complaint with Chancellor Shields instead.

There is a complaint process that you may invoke pursuant to Wis. Admin. Code sec. UWS 6.01 and UW-Platteville Faculty Handbook Chapter 6 (6.3.16.2) but it would not be appropriate for you to pursue both processes at the same time on the same issue. If you wish to withdraw your 6.02 grievance and instead proceed with a 6.01 complaint, please let both me and the faculty grievance committee know that is your intention.

Sincerely,

Mittie Nimocks Den Herder

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Mittie Nimocks Den Herder, Provost and Vice Chancellor
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