

TRANSMISSION VERIFICATION REPORT

TIME : 10/20/2014 20:55
NAME : UW CRIMINAL JUSTICE
FAX : 608-342-1986
TEL : 608-342-1622
SER.# : 000J4J338163

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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.
Platterville 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 <u>Assistant</u>

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 <u>Assistant</u>

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. <u>Full Name</u>	<u>Race, sex, age, national origin, religion or disability</u>	<u>Job Title</u>
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Description of Treatment

B. <u>Full Name</u>	<u>Race, sex, age, national origin, religion or disability</u>	<u>Job Title</u>
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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. <u>Full Name</u>	<u>Race, sex, age, national origin, religion or disability</u>	<u>Job Title</u>
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Description of Treatment

B. <u>Full Name</u>	<u>Race, sex, age, national origin, religion or disability</u>	<u>Job Title</u>
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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 Mary Kennelly, Fox and Fox S.C., 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.

Sabe L. Beech
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 the 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(c), 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.