

Office Space:

When I was hired I was assigned, in my opinion, the least desirable office in the CJ department. Out of 12 total offices in our department 6 have windows. Of the 6 offices with windows 5 are occupied by males, including Mr. Dutelle (exhibit ZC). My qualifications should rightfully elevate me in seniority above at least 3 of the males with window offices and 4 if you count Joe Lomax, who retired from the department in December 2012 and now teaches as an adjunct instructor and whom I consider a friend and mentor. The Business Department with which we share the suite in Ullsvik routinely reassigns the more prestigious offices to faculty with higher credentials and/or seniority; a common practice in most schools.

On Oct 12, 2013 I visited the doctor's office because one of my eyes was flame red (Exhibit U-3). There was no white showing in the eye. One of the recommendations from the doctor was that I try not to strain my eyes. I mentioned that the lighting in my office is terrible and strains my eyes a lot. The doctor suggested that natural lighting would be less straining than fluorescent lights and mailed me a letter to use to help get a transfer to an office with natural lighting. (Exhibit U). The letter was mailed on Oct 15, 2013, according to the postal stamp on the letter (Exhibit U-2). I received the letter on about Oct 16, 2012. I was intimidated by Dr. Caywood's uproar over the way I had handled the student complaint of Oct 11, 2012 so I just dropped the doctor's letter in Dr. Caywood's mailbox. My hope was that he would move me to a window office but he didn't even respond to the letter. I had asked for a window office in the past and knew that he became aggressive when I made such requests so I didn't press the issue further. I suffered with legally substandard lighting until 5/17/2013 when my lighting level was tested and found to be below legal limits for office spaces (Exhibit U-4). Another fluorescent light was added in my office a few days later but my eyes still sting all the time and my vision has suffered as a result.