

## **My Response to Grievance Committee findings of April 19, 2013 (exhibit ZA) of the hearing on April 12, 2013 (4 pm to 5:45 pm)**

Concerning the Grievance Committee findings:

The findings state that “there is not sufficient support for the charges of sexual discrimination.” I believe there is sufficient evidence. Perhaps the grievance commission was not aware of the state statutes concerning sexual discrimination. Wisconsin State Statute Chapter 111, Employment Relations, Subchapter II, Fair Employment, section 111 paragraph 36 (appendix I) states very clearly the criteria that constitutes sex discrimination and what Dr. Caywood has been doing is clearly sex discrimination by the definition of this statute.

The statutes can be viewed at: <https://docs.legis.wisconsin.gov/statutes/statutes/111/II/36>

When this statute is applied as a basis to determine the validity of my claim of sexual discrimination combined with the evidence I have provided, it is clear that Dr. Caywood has engaged in sexual discrimination practices.

The grievance committee findings state: “Dr. Burton believes that Dr. Caywood has discriminated against her on the basis of her sex.” I believe Dr. Caywood practices sexual discrimination, not just against me but also against the innocent student who came to me for help and that he poses a serious threat to other students and employees. Students and employees deserve protection from sexual predators and Dr. Caywood will not do his job in this area. He fights for his freedom to excuse inexcusable sexual harassment and retaliates against me for protecting an innocent young woman. He made up his own rules for reporting student complaints that are not in keeping with established university bylaws or state laws and attempted to enforce them by using his position as chair to humiliate, intimidate and belittle me while condoning and protecting the male faculty member whose inappropriate actions have left a young woman feeling insecure and uncomfortable, and catalyzed a whirlwind of retaliation against me. Dr. Caywood is a menace to women’s rights and should not be in a position to make decisions that will affect any women, not just me.

The grievance committee findings state that Dr. Caywood admitted that he “poorly handled the student complaint.” I would like to point out that Dr. Caywood admitted that he probably handled the student complaint issue “very poorly.” (exhibit ZM) Yet he offered no apology to me.