

Grievance: Dr. Caywood, chairman of the Department of Criminal Justice, practices retaliation, sexual discrimination and favoritism.

The material in this packet is for settlement purposes only and should be used solely for that purpose. All statements are to the best of my recollection and knowledge.

Employers are required to post notices to all employees advising them of their rights under the laws EEOC enforces and their right to be free from retaliation. These notices are, as of 3/26/2013, nowhere posted in our department area.

Dr. Caywood's support for my efforts in bringing a cyber-security program to UW-Platteville was suddenly withdrawn without warning or explanation. He has not considered me for chair positions of search and screen committees for which I am qualified. He has treated me in a demeaning and unfair way. I have repeatedly asked Dr. Caywood why he has been treating me this way but I have received no answers, in fact, I have been told by our Affirmative Action Officer and HR Director Jeanne Durr that Dr. Caywood is not required to answer my questions. Dr. Caywood has also ignored Jeanne Durr's requests to meet with her about this matter. In the absence of any other viable excuse, explanation, or reason for his inappropriate behavior I have come to the logical conclusion that he is retaliating against me because he disapproved of the way I handled a student complaint. I handled the student complaint according to UWP guidelines and do not deserve the retaliation I am suffering.

Dr. Caywood has been the subject of previous sexual harassment/discrimination claims. I supported him when I was questioned about my experiences in that regard because at the time I had not personally witnessed harassment or discrimination. I would like to re-open those investigations and update my testimonies. He runs a sexist department and practices favoritism towards Mr. Dutelle.

His attitude toward me changed after the student complaint of Oct 10, 2012. I now find it very difficult to communicate with him and on numerous occasions he has ignored my email messages altogether. In the second half of December, after my husband had a discussion with Dr. Caywood the tension at work seemed to improve. Then on Jan 24, 2013 Dr. Caywood withdrew his support for my cyber-crime efforts in a harsh letter. The letter came only days before I was to accept a \$7,000 ceremonial grant check for a cyber-security program at UW-Platteville. As Dr. Caywood was aware, the actual monetary grant had already been deposited with the school weeks before. Dr. Caywood convinced the Dean of LAE that I had been misrepresenting facts when I had not. His lies to Dean Throop resulted in an embarrassing and defamatory email that was cc'd to an AT&T official and may have ruined my chance of getting additional funding from them. Also, probably as a result of his lies my name was not mentioned in the official press release celebrating the donation though I was solely responsible

for attaining the grant. My name on that press release would have given me valuable credibility in my future attempts at gaining grant money from other sources.

I don't see how I can justify spending the AT&T donation on a cyber-crime program development that no longer has the support of my department chair. I don't see any alternative to informing Wisconsin AT&T that the CJ Department no longer backs my cyber-security endeavor so I must return what is remaining of the donation.

I am concerned for my other projects as well. I am unsure whether I can continue the efforts I have put into the restorative justice program that I brought on campus last year, which resulted in research opportunities for our students and in 15 students going through mediation training and ultimately being certified restorative justice mediators. I am unsure if I can further pursue the cold case project that I have been working on with 25 year FBI veteran Steve Moore, who asked me to be part of a team of retired FBI agents and assist in evaluating unsolved murder cases. Mr. Moore also invited me to be part of a new planned television series called "On Further Review." The TV producers and Steve Moore would like me to be one of their academic advisors and film me and my students working on cold case research. I fully expect that Dr. Caywood, if given the opportunity, would try to harm my other projects as he has harmed my cyber-crime project.

My health has suffered, my family has suffered. I have been bullied, humiliated, and discriminated against. I have spent much time explaining my position to Dr. Caywood, Dr. Throop, Jeanne Durr, Dr. Wilson and now the grievance committee instead of pursuing my publication offers, research and funding opportunities, and guiding undergraduate research.

I hope I can finally get some answers to the questions I have been asking. I believe I am entitled to an official apology, a remedy, and an assurance that I will be treated fairly in the future. I want and deserve the opportunity to give my best efforts and undivided attention to UW-Platteville and our students.

I have met with foot dragging, indifference and even counter-accusations from others I have gone to for help in this matter. I asked the LAE Dean and the Affirmative Action Officer and HR Director Jeanne Durr multiple times to officially investigate Dr. Caywood's retaliation against me with no noticeable results.

Although I don't have tenure yet, and feel vulnerable in my employment, I am not willing to compromise my values and my dedication to justice so I am pushing this grievance forward knowing that it could affect my career.

I ask you to give serious consideration to my grievance and act swiftly to set this right.

Sincerely,

Sabina Burton, Ph.D.
Associate Professor, Criminal Justice

March 25, 2013