

April 5, 2007

Rob Shearer, City Manager, City of Mt. Juliet
71 E. Hill Street
Mt. Juliet, TN 37122

Dear Mr. Shearer,

I have come to you as allowed in our Personnel Manual citing Section 14, which states rules for Sexual Harassment and Harassment. Section 14, Part C states I have a duty to report the following behavior to my City Manager, City Attorney, Department Head and/or my supervisor.

Section B states that City Employees are prohibited from "creating an intimidating, hostile or offensive working environment."

I am filing a complaint in writing due to the following behavior and actions from the Public Works Director, Hatton Wright.

1. Building Codes people were treated unfairly. There was an environment of intimidation created by the Department Head forbidding them from speaking to police and anyone outside their department. One employee was assaulted verbally for many weeks with supervisor's knowledge followed by a physical assault while in the field doing inspections. These people who did the assaulting then were passed on inspections.
2. I was harassed with intimidation of spiders after an infestation of recluse spiders caused a co-worker to be out on medical leave after being bitten several times.
3. There was an environment of intimidation and hostility exhibited by Public Works Director.
4. There was lewd behavior and sexually oriented emails permeating the office. This affects both Sections 14 & Section 15, Part 7E.
5. Finally, Public Works employees were forbidden from speaking to City Manager or Elected Officials.

I am asking that you act in a confidential manner and protect my identity as stated in Part E. This states that all parties be treated with dignity and respect. This also states that this will not be discussed with parties other than those directly involved.

Kathryn Reitz
Cc: City Attorney

