

Personnel Notes: Larry Wallace

On or about Monday January 10th 2011, Mr. Wallace, a [REDACTED] member, and I were touring the Central Health Administration Offices which were under construction for renovation purposes. We were in the company of Mr. [REDACTED] and Mr. [REDACTED] who were conducting the tour as they both work in [REDACTED] for Central Health and [REDACTED] Mr. Wallace. As we approached one of the hallways with a skylight in it, there was a metal pole, soon to be painted red, one of many in the building straight ahead and within our view. Mr. Wallace then proceeded to say in front Mr. [REDACTED] and Mr. [REDACTED] that he would like to see what I could do with that pole. I was completely shocked and mortified at his words and my only response was to say, in a distressed tone "Larry, I cannot believe you just said that to me! I cannot believe you said that to me in front of [REDACTED]!" This was followed by an uncomfortable silence among all four of us. Mr. Wallace then tried to make little of the comment and Mr. [REDACTED] made some comments about pole dancing, although I was so upset and mortified that I do not remember the exact comments which followed. I considered this remark to be unprofessional, inappropriate and sexual harassment.

On Tuesday January 11th, I spoke with Karen Osborn, our Human Resources Coordinator about the comment and asked her for guidance. She suggested that I talk with Mr. Wallace directly about the comment and tell him that it was inappropriate and that it upset me.

That same day, I met with Mr. Wallace in his office and I told him that I needed to talk with him about something that he had said that offended me. I talked with him about the pole dancing comment and said that it had offended me and that he had gone too far. I also said that I felt he undermined my professionalism by making such a comment in front of his employees and that I was concerned that his employees might think that this type of commentary and workplace behavior acceptable.

Mr. Wallace apologized to me and admitted he was out of line. He said it would not happen again. I then asked him about his employees and he said he would follow up with them to inform them that his comments were out of line and not acceptable workplace behavior.

However, Mr. Wallace also commented to the effect that I should be flattered that I was the only staff member he could imagine with the pole, and he referred to a red pair of shoes I once wore to the office that were to be blamed for the comment.

I do not know if Mr. Wallace talked to Mr. [REDACTED] and Mr. [REDACTED] or not as he did not report back to me.

I also reported back to Karen Osborn, on the discussion with Mr. Wallace, at which time she asked me to document this incident.