

United States Senate

WASHINGTON, DC 20510

February 12, 2016

The Honorable Sally Jewell
Secretary of the Interior
Department of the Interior
1849 C Street, N.W.
Washington DC 20240

Dear Secretary Jewell:

We write to express continuing concern about allegations of misconduct, sexual harassment, and a hostile work environment at Grand Canyon National Park's (GRCA) River District.

In September 2014, after receiving correspondence on behalf of several current and former female employees who worked in or for Grand Canyon National Park and alleged persistent employer misconduct and sexual harassment, that letter and its supporting documentation were referred to the Department of Interior's (DOI) DC office for further review. DOI subsequently confirmed it had referred the matter to the DOI Office of Inspector General (IG) for investigation.

Following its investigation into these allegations, the DOI IG released a report last month finding "a long-term pattern of sexual harassment and hostile work environment in the GRCA River District." The report also states that incidents reported to supervisors were not properly investigated or reported to the proper individuals within National Park Services human resources or Equal Employment Opportunity representatives, in violation of policies in place at DOI. The report, furthermore, includes recent management actions DOI has taken to address these identified deficiencies.

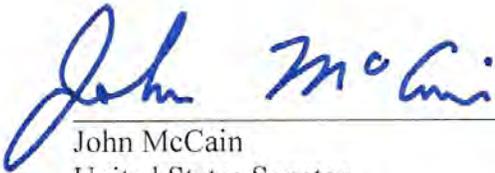
The safety of visitors and individuals working within our national park service must be among DOI's top priorities. Immediate and appropriate action must be taken with respect to ensuring accountability for past sexual harassment misconduct and eliminating a culture of sexual harassment against female employees. We ask that you, along with National Park Service Director Jon Jarvis, take appropriate action to address the concerns brought to light by the DOI-OIG investigation. With that in mind, please provide responses to the following by February 25, 2016.

1. What further disciplinary actions, if any, do you plan to take to hold accountable individuals identified by the DOI IG investigation as engaging in misconduct?

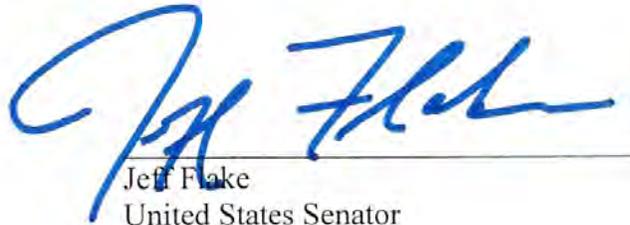
2. Beyond the management actions the DOD-IG cites in its report, what actions, if any, does DOI and the National Park Service plan to take to address the troublesome employment culture in the Grand Canyon River District that the report cites?
3. What policies are in place to ensure that allegations of sexual harassment made by employees, whether federal workers or contractors, are properly reported and addressed by management?

Thank you for your attention to this important matter, and we ask that this matter be handled in strict accordance with agency rules, regulations, and ethical guidelines.

Sincerely,



John McCain
United States Senator



Jeff Flake
United States Senator



Cannuscio, Lisa <lisa_cannuscio@ios.doi.gov>

Fwd: Letter from Sens McCain and Flake

1 message

Howarth, Robert <robert_howarth@ios.doi.gov>
To: Lisa M Cannuscio <Lisa_Cannuscio@ios.doi.gov>

Fri, Feb 12, 2016 at 5:19 PM

Lisa, this is yours for tasking.

Rob

----- Forwarded message -----

From: Neimeyer, Sarah <sarah_neimeyer@ios.doi.gov>

Date: Fri, Feb 12, 2016 at 3:35 PM

Subject: Fwd: Letter from Sens McCain and Flake

To: Jason Powell <jason_powell@ios.doi.gov>, Elizabeth Klein <Elizabeth_Klein@ios.doi.gov>, Tommy Beaudreau <tommy_beaudreau@ios.doi.gov>, Robert Howarth <robert_howarth@ios.doi.gov>, Nicole Buffa <nikki_buffa@ios.doi.gov>, Maureen Foster <maureen_foster@nps.gov>, Christopher Salotti <chris_salotti@ios.doi.gov>

This letter just came in from McCain/Flake.

----- Forwarded message -----

From: Hall, Stephanie (McCain) <Stephanie_Hall@mccain.senate.gov>

Date: Fri, Feb 12, 2016 at 3:15 PM

Subject: Letter from Sens McCain and Flake

To: "Neimeyer, Sarah" <sarah_neimeyer@ios.doi.gov>, "elaine_hackett@nps.gov" <elaine_hackett@nps.gov>

Cc: "Podolak, Chuck (Flake)" <Chuck_Podolak@flake.senate.gov>, "Matiella, Nick (McCain)"

<Nick_Matiella@mccain.senate.gov>

Hi Sarah and Elaine,

Attached please find a letter from Sens. McCain and Flake to Secretary Jewell. If you have any questions, please don't hesitate to reach out to myself or Chuck with Senator Flake's office.

Have a nice weekend.

Best,

Stephanie

Stephanie Hall

Counsel

Senator John McCain

218 Russell Senate Building

202-224-2235

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Sarah C. Neimeyer, Director
Office of Congressional and Legislative Affairs
Office of the Secretary
Department of the Interior
1849 C Street, NW
Washington, DC 20240

Office - (202) 208-5557

Fax - (202) 208-5533

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Robert Howarth
Deputy Director for Correspondence and FOIA Management
Office of the Executive Secretariat and Regulatory Affairs
Department of the Interior
1849 C Street, NW
Washington, DC 20240
202-208-3181
202-208-4451 (direct)
202-549-8961 (cell)



McCain-Flake to Secretary Jewell.pdf
848K



United States Department of the Interior

OFFICE OF THE SECRETARY
Washington, DC 20240

OCT 07 2014

The Honorable John McCain
United States Senate
Washington, DC 20510

Dear Senator McCain:

Thank you for your letter dated September 22, 2014, on behalf of your constituents, including (b) (6), (b) (7)(C) who requested an investigation of civil rights violations be conducted at the Grand Canyon National Park.

On September 17, 2014, in response to a letter dated September 4, 2014, signed by 13 National Park Service (NPS) employees alleging misconduct, Mr. Tommy Beaudreau, Chief of Staff for the Department of the Interior, requested the Office of the Inspector General investigate the allegations. A copy of the interim response letter sent to (b) (6), (b) (7)(C) one of the NPS employees alleging misconduct, is enclosed. Mr. Beaudreau requested that (b) (6), (b) (7)(C) share his response with the other signors of the letter.

Should you any questions, please contact me at (202) 208-7693.

Sincerely,

Sarah Neimeyer
Director
Office of Congressional and
Legislative Affairs



United States Department of the Interior

OFFICE OF THE SECRETARY
Washington, DC 20240

SEP 18 2014

(b) (6), (b) (7)(C)

Dear (b) (6), (b) (7)(C):

The Department of the Interior (Department) and the National Park Service (NPS) are in receipt of your letter dated September 4, 2014, regarding Grand Canyon National Park. I am responding on behalf of the Department.

I assure you that the allegations contained in your letter and the supporting documents are being taken seriously and will be investigated. Accordingly, we have referred the matter to the Office of the Inspector General (OIG) and I expect the full cooperation of the NPS in the OIG investigation.

Because an OIG review is being undertaken, it would be inappropriate for me to comment on the substance of the specifics in your complaint at this time. Once the investigation is complete and findings are shared with the Department and NPS, appropriate action will be taken. Please share this response with the co-signers of your letter.

Sincerely,



Tommy Beaudreau
Chief of Staff

JOHN McCAIN
ARIZONA

COMMITTEE ON ARMED SERVICES
COMMITTEE ON FOREIGN RELATIONS
COMMITTEE ON HOMELAND SECURITY
AND GOVERNMENTAL AFFAIRS
COMMITTEE ON INDIAN AFFAIRS

United States Senate

September 22, 2014

241 RUSSELL SENATE OFFICE BUILDING
WASHINGTON, DC 20510-0303
(202) 224-2235

2201 EAST CAMELBACK ROAD
SUITE 115
PHOENIX, AZ 85016
(602) 952-2410

122 NORTH CORTEZ STREET
SUITE 108
PRESCOTT, AZ 86301
(928) 445-0833

407 WEST CONGRESS STREET
SUITE 103
TUCSON, AZ 85701
(520) 670-6334

TELEPHONE FOR HEARING IMPAIRED
(602) 952-0170

Ms. Sarah Neimeyer
Director of Congressional and Legislative Affairs
U.S. Department of the Interior
1849 C Street, N.W.
Mail Stop 6242
Washington, DC 20240-1

Dear Ms. Neimeyer,

I wish to bring to your attention a matter brought to my office by (b) (6), (b) (7)(C) who - along with several of her coworkers - has asked that we pass along their concerns relating to their employment with the Grand Canyon National Park. Individual declarations are available upon request directly from (b) (6), (b) (7)(C). Please investigate my constituents' claims, within the existing rules, regulations and ethical guidelines, and provide me with a copy of the final decision. MARK ALL CORRESPONDENCE TO:

Attn: Gina Gormley
Office of Senator John McCain
2201 E. Camelback Road
Suite 115
Phoenix, Arizona 85016

The response you provide will be most appreciated and will be forwarded to my constituent. If you should have any questions in the meantime, you can reach my office at (602) 952-2410. I look forward to your reply at your earliest convenience.

Sincerely,



John McCain
United States Senator

JM/xgg

2014 OCT -6 PM 4:33

RECEIVED

747686

Gormley, Gina (McCain)

Subject: FW: In response to your follow up
IQaccount: QNG
IQwfAttach: E-Mail Message 2014-09-22 01-23PM.html
IQworkflowID: 804484

From: (b) (6), (b) (7)(C) [mailto:(b) (6), (b) (7)(C)]

Sent: Thursday, September 18, 2014 4:27 PM

To: Gormley, Gina (McCain)

Subject: Re: In response to your follow up

Dear Ms. Gormley,

Thank you for your email and for taking action in sending a letter in support of a review of our allegations to the DOI in Washington. We are explicitly asking that DOI initiate an outside investigation into our allegations as previous investigations at the Park and Regional levels have proved ineffective.

We give our permission for you to send the documentation you have attached and any correspondence and additional documentation that I have provided to you. I have also attached the 13 declarations of each person who signed the letter to Secretary Jewell and you have our permission to include that in your request to the DOI.

Again, I thank you for taking our letter and the allegations seriously and for assisting us with this matter.

If I can provide you with any more details regarding this matter, please let me know.

Most Sincerely,

(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)

12 Women in Grand Canyon National Park Face Harassment and Retaliation- Senator McCain's response to your inquiry**(b) (6), (b) (7)(C)**

Sent: Monday, September 15, 2014 2:49 PM
To: Work Case (McCain)
Cc: **(b) (6), (b) (7)(C)**
Attachments: Chronological List of Inci~1.pdf (147 KB)

SEP 15 2014

Dear Senator McCain,

Thank you for your response to my initial email. We have been consulting with the EEOC office and while they have been helpful in many ways, we are bringing issues to the table that are bigger than the EEOC office and must be looked at from a larger perspective.

Below is the letter we sent to Secretary Sally Jewell last week to provide you with a little more insight into our situation at Grand Canyon National Park. Our letter to Secretary Jewell documents a 15 year pattern of sexual harassment, retaliation and hostile work environments in Grand Canyon National Park. I have also attached the chronological list of allegations and violations that have occurred in the past 15 years.

The Grand Canyon is the jewel of Arizona, a place the entire world holds dear. Most people who embark on a river trip fear the rapids; women who work for the Park have grown to fear that they will be sexually harassed and retaliated against by the river rangers, the very people who are charged to keep them safe.

We thank you for taking the time to review this information and would appreciate your support to address these offenses against female federal employees and the systemic problems at Grand Canyon National Park which allow this to continue. Additional information in the form of declarations is available to you or your staff upon request.

Sincerely,

(b) (6), (b) (7)(C)

On Thu, Sep 11, 2014 at 8:54 AM, <casework@mccain.senate.gov> wrote:
September 11, 2014

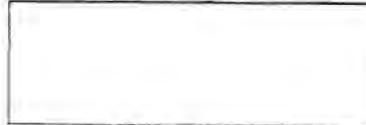
(b) (6), (b) (7)(C)Dear **(b) (6), (b) (7)(C)**

Thank you for contacting me regarding the difficulties you and your coworkers are experiencing with your employment. In an effort to be of assistance, I would like to provide you the following information on the Equal Employment Opportunity Commission.

The EEOC is a federal agency that exists to assist Americans with concerns regarding their employment. You may wish to visit the agency's website as it provides helpful information on your rights as an employee and the process of filing a charge of discrimination. The website is www.eeoc.gov or the agency can be reached at [1-800-669-4000](tel:1-800-669-4000).

Again, thank you for contacting me. I do hope your situation can be resolved to your satisfaction.

Sincerely,



John McCain
United States Senator

JM/xgg

US Department of the Interior
Honorable Sally Jewell, Secretary
Department of the Interior
1849 C Street, N.W.
Washington DC 20240

September 4, 2014

Dear Secretary Jewell:

The women sending you this letter are current and former employees of Grand Canyon National Park. We are writing you this letter to request a formal investigation of the ongoing civil rights violations occurring against women who work in the Park. As you will see from the attached declarations, there is a pervasive culture of discrimination, retaliation, and a sexually hostile work environment within the River District of Grand Canyon. The declarations show clear evidence of repeat offenders and management's failure to take action.

Numerous complaints, both formal and informal have been made to former and current Park Superintendents, Deputy Superintendents, Chief Rangers, and Human Resource Management. Investigations have been conducted but there has been no change in the culture. The only tangible action we have seen is that women who reported civil rights violations have been retaliated against with verbal abuse, threats, reputation damage, sabotage of their work, disciplinary actions and termination of employment. These horrendous working conditions and the retaliatory actions against the women must be stopped. We believe we have no choice other than expose this problem to the highest level of the Department of Interior and bring it to your personal attention.

Attached you will find thirteen Declarations that reveal the seriousness of the way women are treated at Grand Canyon National Park. We have also attached the June 2013 and the July 2014 communications from (b) (6), (b) (7)(C) and the 2014 communications from (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) to Grand Canyon National Park Management. These letters show that we have tried to get Grand Canyon National Park to take action but to no avail.

The River District of Grand Canyon National Park has the authority to manage a 280-mile long section of the Colorado River through Grand Canyon. Since John Wesley Powell first navigated the river in 1869, a river trip through Grand Canyon has become one of the most coveted experiences in the world. Commercial River trips through Grand Canyon currently support an approximate 30-million dollar annual industry in the private sector. Glen Canyon Dam was installed in the 1960's, which led to numerous adverse effects to the ecosystem downstream within Grand Canyon National Park. As such, the Science and Resource Management division at Grand Canyon National Park has been tasked to manage, monitor, and mitigate the impacts of the dam to wildlife, vegetation and to recreation opportunities.

The River District has a two-fold mission. First, River District staff have jurisdiction to provide emergency services to the public along the Colorado River corridor, including law enforcement, search and rescue and emergency medical services. It is currently run and managed by law enforcement commissioned Park Rangers. Secondly, the River District is responsible for outfitting NPS river trips through Grand Canyon. These include science and resource trips, education trips in partnership with local universities and youth groups, and political trips bringing agency representatives, politicians and major funding donors to the NPS to discuss issues in Grand Canyon. River District boatmen run these trips. Some of the boatmen have law enforcement Commissions, most of the boatmen do not.

The river trips range in length from 7-20 days, and require living within a remote wilderness setting and traveling along dangerous whitewater. Boatmen are responsible for providing all food services, logistics, medical care, and have final say on all safety decisions. As such, they control the pace, timing and location of stops. National Park Service (NPS) boatmen have considerable power over the passengers on these trips, including their safety, their access to food, and their control over work projects. While satellite phones and radios are available on these trips, boatmen often control access to these emergency items. A review of the River District Rangers over the past 20 years would show that they have little to no experience running or outfitting expedition-style river trips.

Over the past 15 years, NPS boatmen and River District managers have been abusing their positions over NPS staff and the public. They have created hostile work environments for female employees both on and off the river. They request sexual favors and when these sexual favors are refused, the female employees are harassed. They have physically and sexually assaulted women. Many women have not reported these incidents for fear of retaliation. Various female employees and at least one member of the public have come forth to report these abuses to management and these women or the group they work for were retaliated against. There is a repeated pattern of no apparent discipline or of a lower level employee being allowed to resign following allegations. Following any intervention, River District staff then persists in harassment and retaliation against the individual(s) who brought forth complaints to management. These staff members have been promoted or given permanent positions with the River District.

The attached declarations provide a plethora of information. There are numerous incidents in which (b) (6), (b) (7)(C) has been extremely hostile, abusive, and threatening to women. Women stated they feel unsafe, "creeped out" by him, and fear him. On river trips (b) (6), (b) (7)(C) has yelled profanity at the women; made threatening gestures; made inappropriate sexual comments; approached the women for sex; assaulted women; and observed male coworkers do the same. When rejected he is sullen and hostile to the women. (b) (6), (b) (7)(C) behaves in a similar manner. One declaration provides that (b) (6), (b) (7)(C) sexually assaulted a female commercial boatman, while (b) (6), (b) (7)(C) watched and laughed. The list of incidents seems never ending. Additionally, some boatmen engage in heavy drinking on the river trips and lose control even further. As an example, one night when (b) (6), (b) (7)(C) was inebriated he yelled, "F**k you to one of the women while brandishing an axe. She was extremely frightened for her safety and that of others on the trip.

The declarations reveal that Grand Canyon National Park managers have been aware of these behaviors and incidents for years, yet when a new report is made as in the recent case of (b) (6), (b) (7)(C) they behave as if the allegations have no merit and the women are lying. Managers who have been aware of these incidents and have taken little-to-no action are (b) (6), (b) (7)(C), and (b) (6), (b) (7)(C).

The declarations also portray a clear pattern of retaliation against women who report any sort of harassment. Managers (b) (6), (b) (7)(C), (b) (6), (b) (7)(C), and (b) (6), (b) (7)(C) blame (b) (6), (b) (7)(C) for women reporting sexual harassment. There are many statements regarding (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) animosity toward (b) (6), (b) (7)(C) and the women working for her in the vegetation program. In fact, (b) (6), (b) (7)(C) perpetuated the hostile work environment himself by making improper sex jokes when told of sexual harassment incidents. As exhibited in the declarations, these men, including (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) have overtly sabotaged the work of the female employees in the vegetation program.

The River District also has a pattern of only hiring one permanent female employee at a time within a staff of 6-8 people. This keeps the women isolated and makes it difficult to deal with the anti-female attitudes. The record will show that over the past 15 years, all of these female employees have resigned after 2-3 years, and all but one has reported to management issues of harassment. In 2013, after resigning in protest to activities occurring within the River District, former River Ranger, (b) (6), (b) (7)(C) submitted a 29-page letter to (b) (6), (b) (7)(C) documenting that River District managers were maintaining and perpetuating a culture of victim-blaming and retaliation against female NPS employees within the Division of Science and Resource Management after bringing forth sexual harassment complaints against the River District. (b) (6), (b) (7)(C) specifically named (b) (6), (b) (7)(C) as one of the victimized individuals.

In May 2013, (b) (6), (b) (7)(C) also received a copy of an email (b) (6), (b) (7)(C) sent to (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) in which she accused him of retaliating against (b) (6), (b) (7)(C) for bringing forth a sexual harassment complaint against a River District employee. In February 2014, River District employee (b) (6), (b) (7)(C), with the support of (b) (6), (b) (7)(C) submitted false allegations against (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) to Grand Canyon management. (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C), with full knowledge and supporting documentation of a history of retaliation by River District staff, failed to thoroughly investigate these allegations, and instead used the allegations to fire (b) (6), (b) (7)(C) and to suspend (b) (6), (b) (7)(C) and then refuse to renew her Term position.

Over the past 15 years, at least three formal investigations have been conducted into allegations of sexual harassment by River District personnel. As part of providing testimony in these investigations, we have all asked for improved training within the River District. This failed to happen, and along with a lack of accountability, is one of the reasons we have seen no change in culture over the past 15 years. It is important to note here that Grand Canyon and River District management have not provided the required civil rights and prevention of sexual harassment training to employees, even when sexual harassment reports and investigations occurred.

To our knowledge, (b) (6), (b) (7)(C), (b) (6), (b) (7)(C), (b) (6), (b) (7)(C), (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) have never been disciplined or held accountable for their illegal behaviors. If they have, it did not take because the behaviors continue.

By this letter, we request 1) a Departmental level investigation into the allegations provided in this letter and attached declarations; 2) that (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) be held accountable for any illegal conduct and/or violation of regulations and policy - particularly their misconduct in the recent Grand Canyon National Park cases against (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C).

Lastly, we request that the Intermountain Regional District review management of the River District of Grand Canyon National Park and consider a restructure of the current organization. We believe that the current policy of River District staff trying to balance a two-fold mission statement has proved to be ineffective and has resulted in a few individuals exerting power and control over other NPS employees trying to carry out the duties of their jobs. We recommend that NPS management separate out the Grand Canyon Boat shop from the River District emergency services chain of command. The Boat Shop should be given responsibility for outfitting and providing logistical support for NPS river trips. We recommend that a GS-11 permanent Supervisor be hired to manage this operation and report directly to the Chief Ranger. This individual should have considerable experience running river trips through Grand Canyon and his/her performance should be heavily weighted towards customer service satisfaction.

Secretary Jewell, it is our hope that upon reading the declarations you will be as dismayed as we are with the way women are being treated at the Grand Canyon National Park and direct immediate action to be taken. We anxiously look forward to hearing from you or your representative in the very near future. Please feel free to contact (b) (6), (b) (7)(C) at (b) (6), (b) (7)(C) or (b) (6), (b) (7)(C) at (b) (6), (b) (7)(C) if you have any questions regarding this letter. Thank you in advance for your assistance.

Sincerely,

/s/ (b) (6), (b) (7)(C)

/s/ (b) (6), (b) (7)(C)
 /s/ (b) (6), (b) (7)(C)
 /s/ (b) (6), (b) (7)(C)
 /s/ (b) (6), (b) (7)(C)
 /s/ (b) (6), (b) (7)(C)

CC's and Attachments Listed on Next Page

Attachments: Declarations: (b) (6), (b) (7)(C)
 (b) (6), (b) (7)(C)

June 6, 2013 Letter from (b) (6), (b) (7)(C) to (b) (6), (b) (7)(C)
 July 14, 2014 Letter from (b) (6), (b) (7)(C) to Superintendent Dave Uberuaga
 July 22, 2014 Letter from (b) (6), (b) (7)(C) to Superintendent Dave Uberuaga
 September 1, 2014 Letter from (b) (6), (b) (7)(C) to Superintendent Dave Uberuaga

cc: Jon Jarvis, Director, National Park Service
 Sue Masica, Regional Director, Intermountain Region, National Park Service
 Dave Uberuaga, Superintendent, Grand Canyon National Park
 Sharon Eller, Civil Rights Director, US Department of Interior
 Rose Pruitt, Civil Rights Officer, National Park Service
 Senator John McCain
 Representative Ann Kirkpatrick

9/15/2014

12 Women in Grand Canyon National Park Face Harassment and Retaliation- Senator McCain's response to your inquiry

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"Watch, now, how I start the day
in happiness, in kindness."

~ Mary Oliver ~

Chronological Order of Incidents from 2004-2014
Identified in the Attached Declarations

(b) (6), (b) (7)(C)

2010 River Trip: (b) (6), (b) (7)(C) solicited a sexual relationship with (b) (6), (b) (7)(C). He watched her change her clothes. Reported to (b) (6), (b) (7)(C).

2011 River Trip: At Owl Eyes camp (b) (6), (b) (7)(C) asked to bathe with (b) (6), (b) (7)(C). He bathed right in front of her. (b) (6), (b) (7)(C) stood naked in front of her with his penis fully exposed. Reported to (b) (6), (b) (7)(C).

July 2012 River Trip: (b) (6), (b) (7)(C) propositioned (b) (6), (b) (7)(C) to have sex. He persisted and she had to tell him no three times. He placed his tent close to her tent. He watched her when she went to the bathroom. He watched her as she bathed. Reported to (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C).

August 2012 River Trip: (b) (6), (b) (7)(C) sexually harassed (b) (6), (b) (7)(C). He offered for her to sleep in his tent. He told (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) to get naked and bathe with him. (b) (6), (b) (7)(C) got naked and bathed in front of them.

April 2013 River Trip: (b) (6), (b) (7)(C) sexually harassed (b) (6), (b) (7)(C). He rubbed her lower back and upper buttocks. He patted her buttocks on more than one occasion. (b) (6), (b) (7)(C) was present. He solicited sleeping with him on his boat. Reported to NPS management.

(b) (6), (b) (7)(C)

May 2004 River Trip: (b) (6), (b) (7)(C) told (b) (6), (b) (7)(C) to hug (b) (6), (b) (7)(C) and "grab his ass." He observed and laughed when (b) (6), (b) (7)(C) sexually assaulted her. He made sexual comments to her.

October 2005 River Trip: (b) (6), (b) (7)(C) was hostile toward the vegetation crew. He made sexual innuendoes. (b) (6), (b) (7)(C) took a photo underneath (b) (6), (b) (7)(C) dress. He blamed (b) (6), (b) (7)(C) for "setting him up." (b) (6), (b) (7)(C) committed these acts immediately after he had been in a meeting with (b) (6), (b) (7)(C) where they discussed past improper behaviors of intoxication and sexual advances to women. The actions were reported to (b) (6), (b) (7)(C). A meeting was held and (b) (6), (b) (7)(C) intimidated (b) (6), (b) (7)(C) in the meeting by having a knife in his hand during the meeting.

2006 - (b) (6), (b) (7)(C) made false allegations against (b) (6), (b) (7)(C) saying she told a dog to "bite him in the balls." Witnesses refuted it. NPS management was aware of this.

2010 - (b) (6), (b) (7)(C) was allowed to be a volunteer-in-park after he resigned.

(b) (6), (b) (7)(C)

2010 River Trip: (b) (6), (b) (7)(C) had sex with his girlfriend in view of the public on the river.

2010 River Trip: (b) (6), (b) (7)(C) discussed his off-season job at work in which he bought young women drinks and talked them into taking their clothes off for the camera for a company called (b) (6), (b) (7)(C) in the manner of the Girls Gone Wild videos.

(b) (6), (b) (7)(C)

2005 River Trip: (b) (6), (b) (7)(C) solicited (b) (6), (b) (7)(C) to have sex with another boatman. He was persistent.

October 2005 River Trip: (b) (6), (b) (7)(C) was hostile to the vegetation crew. He was shirtless, had fake blood on him and wielded a real axe for his Halloween costume. He was intoxicated. He defended (b) (6), (b) (7)(C) taking a picture under (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) dress. He became aggressive toward (b) (6), (b) (7)(C) about the incident and yelled "F**K you to her while wielding the axe. It was reported to management and there was a November 2005 investigation. Afterwards (b) (6), (b) (7)(C) made false allegations against the vegetation crew.

March 2007 River Trip: (b) (6), (b) (7)(C) was intoxicated. He ranted at (b) (6), (b) (7)(C) with verbal abuse. (b) (6), (b) (7)(C) sexually harassed (b) (6), (b) (7)(C). He was hostile toward her after she rejected his advances. Reported to (b) (6), (b) (7)(C)

April 2007 River Trip: (b) (6), (b) (7)(C) was aggressive toward (b) (6), (b) (7)(C) and blamed her for (b) (6), (b) (7)(C) being "fired." He yelled at her for 5 minutes.

2008 River Trip: (b) (6), (b) (7)(C) asked (b) (6), (b) (7)(C) for a back massage. He told her to take off her shirt and he would give her a back massage. Persisted through the trip to ask her to come to his tent. When rejected he was hostile and avoided her. Reported to (b) (6), (b) (7)(C)

2008 Winter Patrol: (b) (6), (b) (7)(C) was overtly hostile to (b) (6), (b) (7)(C)

2008 River Trip: (b) (6), (b) (7)(C) was overtly hostile to (b) (6), (b) (7)(C). A female volunteer told (b) (6), (b) (7)(C) that he made sexual advances to her. After the trip he asked her to help clean the toilets. She declined. He went to the shed and threw things around saying, "F**king B**tch. (b) (6), (b) (7)(C) reported it and requested to not have (b) (6), (b) (7)(C) as a Trip Leader anymore due to his hostility, sexual behavior, and intoxication on trips.

February 2013 - (b) (6), (b) (7)(C) made false allegations of misconduct against (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)

April 2013 River Trip: (b) (6), (b) (7)(C) was hostile and yelled at (b) (6), (b) (7)(C) She reported it to (b) (6), (b) (7)(C).

August and September 2013 – (b) (6), (b) (7)(C) was aggressive, rude and verbally abused (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C).

February 2014 River Trip: (b) (6), (b) (7)(C) was Trip Leader. (b) (6), (b) (7)(C) was hostile to (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C). He obstructed their work. He made negative comments to (b) (6), (b) (7)(C) about the sexual harassment investigations. (b) (6), (b) (7)(C) grabbed (b) (6), (b) (7)(C) and pulled her off the boat. He shoved her from behind at the camp. (b) (6), (b) (7)(C) participated in the “penis straw” incident by (b) (6), (b) (7)(C). The hostility and workplace violence was reported as to (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C). (b) (6), (b) (7)(C) made false allegations of sexual impropriety against (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) after the trip. All incidents were reported to (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) during the response to (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) responses to proposed discipline in 2014.

May 2014 – (b) (6), (b) (7)(C) was angry, hostile and yelled at (b) (6), (b) (7)(C). She reported it to (b) (6), (b) (7)(C). He made the excuse that (b) (6), (b) (7)(C) had “personal problems.” He accused (b) (6), (b) (7)(C) of being untruthful. The continuing problems were reported to (b) (6), (b) (7)(C), (b) (6), (b) (7)(C), (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C).

(b) (6), (b) (7)(C)

May 2004 River Trip: (b) (6), (b) (7)(C) sexually assaulted commercial boatman (b) (6), (b) (7)(C). He stuck his fingers in her crotch. (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) were present and laughed. The commercial boating company reported it to NPS. A Washington Office investigator asked (b) (6), (b) (7)(C) if she wanted to press criminal charges so management was fully aware. (b) (6), (b) (7)(C) had serious criminal misconduct.

March 2007 River Trip: (b) (6), (b) (7)(C) made a comment to another boatman to not discuss his “ass hankie” or he would be investigated. He turned to (b) (6), (b) (7)(C) and said in a sarcastic voice, “Isn’t that right” (b) (6), (b) (7)(C).

2011 – (b) (6), (b) (7)(C) caused problems and created obstructions for the vegetation program. He continued to put (b) (6), (b) (7)(C) on river trips even though the vegetation personnel asked for different boatmen.

August 2012 – (b) (6), (b) (7)(C) shared confidential information with (b) (6), (b) (7)(C) about (b) (6), (b) (7)(C) sexual harassment complaint. He told (b) (6), (b) (7)(C) that (b) (6), (b) (7)(C) encouraged (b) (6), (b) (7)(C) to file a complaint. He said (b) (6), (b) (7)(C) got (b) (6), (b) (7)(C) “fired.”

October 2012 - (b) (6), (b) (7)(C) scheduled (b) (6), (b) (7)(C) to drive the shuttle on a river trip that (b) (6), (b) (7)(C) was on even though management said they would keep (b) (6), (b) (7)(C) away from (b) (6), (b) (7)(C) after he sexually harassed her.

(b) (6), (b) (7)(C) made false allegations against (b) (6), (b) (7)(C) use of her credit card.

After the (b) (6), (b) (7)(C) sexual harassment investigation (b) (6), (b) (7)(C) said to the boatmen, "Hey, whatever you're into, men, women, whatever, just don't do it." There was no civil rights training after the investigation.

2013 - (b) (6), (b) (7)(C) refused to work with (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C). He refused to provide them the required support from the Boatshop. He was hostile and verbally abusive toward them.

(b) (6), (b) (7)(C)

2010 - (b) (6), (b) (7)(C) reported sexual harassment to him when he was (b) (6), (b) (7)(C). (b) (6), (b) (7)(C) admitted to her that there were numerous sexual harassment complaints against the Boatshop. He blamed (b) (6), (b) (7)(C) for instigating the sexual harassment complaints. (b) (6), (b) (7)(C) said he was not going to renew (b) (6), (b) (7)(C) position because of his improper sexual behavior. But he did not do that.

2011 - (b) (6), (b) (7)(C) reported the sexual harassment incident of (b) (6), (b) (7)(C) to (b) (6), (b) (7)(C) the day after it happened. (b) (6), (b) (7)(C) minimized the incident and made an improper sex joke to her.

(b) (6), (b) (7)(C)

2005 - (b) (6), (b) (7)(C) improperly told (b) (6), (b) (7)(C) she had to resign. She didn't want to resign but she thought she had to.

2005 - (b) (6), (b) (7)(C) fully aware of past sexual improprieties and excessive use of alcohol by male boatmen on river trips, held a meeting with (b) (6), (b) (7)(C), (b) (6), (b) (7)(C), (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) to discuss the problems prior to a river trip. (b) (6), (b) (7)(C) sexually harassed women on the river trip. During the follow-up meeting (b) (6), (b) (7)(C) allowed (b) (6), (b) (7)(C) to wield a knife during the discussion, which intimidated the women. With full knowledge of the sexual improprieties occurring on the river trips, he allowed (b) (6), (b) (7)(C) to hire commercial boatmen. (b) (6), (b) (7)(C) changed this when he arrived and the harassment continued.

(b) (6), (b) (7)(C)

2009-2012 – **(b) (6), (b) (7)(C)** was fully aware that **(b) (6), (b) (7)(C)** had a statue of Jesus Christ with a “crown of thorns” displayed in the Boatshop with the name **(b) (6), (b) (7)(C)** written on it.

2011 – **(b) (6), (b) (7)(C)** did not ask **(b) (6), (b) (7)(C)** for a statement on the 2011 Owl Eyes sexual harassment incident until 2013.

2012 – **(b) (6), (b) (7)(C)** advised **(b) (6), (b) (7)(C)** that the men in the Boatshop were “gruff” and she needed to give it back to them as good as she got it from them, showing he was aware of the hostile environment he was hiring her into.

2012 – **(b) (6), (b) (7)(C)** shared confidential information about **(b) (6), (b) (7)(C)** sexual harassment complaint with **(b) (6), (b) (7)(C)**

August 2012 – From the sexual harassment investigation of **(b) (6), (b) (7)(C)** against **(b) (6), (b) (7)(C)** **(b) (6), (b) (7)(C)** only made the decision to not schedule **(b) (6), (b) (7)(C)** on anymore of her river trips, allowing him to take river trips with other women. He allowed **(b) (6), (b) (7)(C)** to run the shuttle on a river trip with **(b) (6), (b) (7)(C)**

2013 – **(b) (6), (b) (7)(C)** allowed the scheduling of **(b) (6), (b) (7)(C)** and **(b) (6), (b) (7)(C)** to lead two Grand Canyon Youth trips in the summer of 2013.

February-April 2013 – **(b) (6), (b) (7)(C)** caused difficulties for the vegetation program’s river trips.

April 2013 – **(b) (6), (b) (7)(C)** was uncooperative when asked by **(b) (6), (b) (7)(C)** to take gear out so they wouldn’t have to pack it. A commercial company did it for them.

October 2013 – With full knowledge of the sexually hostile work environment and hostility issues with **(b) (6), (b) (7)(C)** **(b) (6), (b) (7)(C)** refused **(b) (6), (b) (7)(C)** request to have a law enforcement ranger be on the trip.

May 2014 – With full knowledge of **(b) (6), (b) (7)(C)** hostility toward **(b) (6), (b) (7)(C)** he chastised her and accused her of being untruthful when she reported additional incidents of harassment to him.

(b) (6), (b) (7)(C)

2006 – **(b) (6), (b) (7)(C)** reported the sexually hostile work environment to **(b) (6), (b) (7)(C)** in 2006.

2014 – **(b) (6), (b) (7)(C)** ignored the witness statements gathered by **(b) (6), (b) (7)(C)** and **(b) (6), (b) (7)(C)**

(b) (6), (b) (7)(C)

June 2013 – (b) (6), (b) (7)(C) received a twenty-nine-page letter from (b) (6), (b) (7)(C) reporting the long-term sexually hostile work environment at the River District. It specifically discussed the River District personnel targeting of (b) (6), (b) (7)(C) due to her participation in two sexual harassment investigations.

2014 – (b) (6), (b) (7)(C) was knowledgeable about the long-term and continuing hostile and retaliatory work environment from the Boatshop personnel. Despite this, (b) (6), (b) (7)(C) term position was not renewed. (b) (6), (b) (7)(C) was disciplined and her term position was not renewed. (b) (6), (b) (7)(C) brought hostile work environment issues to his attention in May 2014. (b) (6), (b) (7)(C) intimidated her about filing her EEO complaint and attempted to coerce her into dropping the complaint by stating he could not place her at the Canyon District if she filed a complaint. (b) (6), (b) (7)(C) was placed at the (b) (6), (b) (7)(C) and it has negatively impacted her career. (b) (6), (b) (7)(C) remains in his position. No investigator has contacted (b) (6), (b) (7)(C) as of this date.

2014 – (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) were investigators in the February 2014 misconduct allegations against (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C). (b) (6), (b) (7)(C) interviewed everyone in the Science and Resource Division and (b) (6), (b) (7)(C) was to interview the commercial boatmen and his staff members. He did not interview witnesses who could refute (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) allegations. (b) (6), (b) (7)(C) stated she wanted to withdraw as an investigator and requested a third party investigator but that did not happen.

(b) (6), (b) (7)(C) and (b) (6), (b) (7)(C)

2013 – (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) received a copy of (b) (6), (b) (7)(C) twenty-nine-page letter reporting a sexually hostile and retaliatory work environment against women from the River District/Boatshop. It specifically discussed the River District personnel targeting of (b) (6), (b) (7)(C) due to her participation in two sexual harassment investigations.

March 31, 2014: (b) (6), (b) (7)(C) met with (b) (6), (b) (7)(C) on her proposed disciplinary action from the February 2014 river trip. She would not allow (b) (6), (b) (7)(C) to present her defense and cut her off when she was speaking.

April 3, 2014: (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) made the decision to not renew (b) (6), (b) (7)(C) term position based on the alleged misconduct from the February 2014 river trip.

July 9, 2014: (b) (6), (b) (7)(C) called a meeting to discuss (b) (6), (b) (7)(C) term renewal that included (b) (6), (b) (7)(C), (b) (6), (b) (7)(C), (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C).

(b) (6), (b) (7)(C) stated to those in the meeting that, "If a male had done what (b) (6), (b) (7)(C) did he would have already been fired." He stated, "Three people have called my office this week asking if she had been terminated yet."

July 10, 2014: (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) denied (b) (6), (b) (7)(C) term renewal (August 2014) based on misconduct from the February 2014 river trip.

July 14, 2014: (b) (6), (b) (7)(C) sent (b) (6), (b) (7)(C) an email discussing the long-term sexually hostile and retaliatory work environment at the River District. It specifically discussed the River District personnel targeting of (b) (6), (b) (7)(C) due to her participation in two sexual harassment investigations.

July 16, 2014: (b) (6), (b) (7)(C) replied to (b) (6), (b) (7)(C) 7/14/14 email. He thanked her for the information and apologized. He said he would discuss it with (b) (6), (b) (7)(C) None of the women have been contacted by an investigator as of the date of the letter to Secretary Jewell.

(b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) were fully knowledgeable about the long-term and continuing hostile and retaliatory work environment from the Boatshop personnel toward multiple women. Despite this, (b) (6), (b) (7)(C) term position was not renewed. (b) (6), (b) (7)(C) was disciplined and her term position was not renewed. No investigation has been initiated as of the date of the letter to Secretary Jewell.

GRAND CANYON NATIONAL PARK

VIOLATIONS OF LAWS, REGULATIONS, AND POLICY

I. Workplace Violence Policy

The September 2011 Department of Interior's, "Dealing with Workplace Violence Departmental Handbook" states, "Violent outbursts, intimidation, threats, harassment, bullying, or other forms of abusive, aggressive or disruptive behavior will not be tolerated. All reports of incidents will be taken seriously and will be dealt with appropriately. Employees found in violation of this policy will be subject to disciplinary action, up to and including termination of employment, and referral to appropriate law enforcement authorities. Furthermore, individuals who commit such acts may be removed from the premises and may be subject to disciplinary action, criminal penalties, or both."

The Handbook defines workplace violence as, "Workplace violence is any physical assault, threatening behavior or verbal abuse occurring in the work setting. It includes but is not limited to threats (including threats to self); obscene phone calls; an intimidating presence; frightening behavior; harassment of any nature, oral or written statements; gestures, expressions that indicate a direct or indirect threat of physical harm; slapping; grabbing; pushing; or other forms of disruptive conflict or behavior.

The Handbook provides, "If the incident is reported to a supervisor, the supervisor will contact their HRO. If there is a threat or assault requiring immediate attention, security or law enforcement should be immediately contacted. It also directs management to take threats seriously and take appropriate and timely action; and maintaining fair treatment and discipline for all employees exhibiting improper conduct and performance. Management and employees are also encouraged to use the Department's CORE PLUS program to assist with highly charged communications and to de-escalate events and work constructively to resolve conflicts.

The National Park Service "New Superintendent Handbook" also addresses workplace violence. It states, "DOI and NPS obligate managers to take swift action and to pay serious attention to any workplace situation related to violence, or harassment, occurring in the workplace. It provides two references for assistance in dealing with workplace violence: <http://www.doi.gov/hrm/pmanager/er11g3.html>

<http://www.eeoc.gov/types/harassment.html>

1. In May 2004 (b) (6), (b) (7)(C) sexually assaulted (b) (6), (b) (7)(C) NPS management was fully aware of this incident. (b) (6), (b) (7)(C) was not terminated. He continues to hold a supervisory position.

2. In October 2005 (b) (6), (b) (7)(C) while intoxicated and wielding an axe yelled "F**k you" to (b) (6), (b) (7)(C). She was frightened for her safety, NPS management was fully aware of this incident. (b) (6), (b) (7)(C) was not terminated and has continued to harass women.

3. In October 2005, in a meeting discussing the (b) (6), (b) (7)(C) incident where he

took a picture under (b) (6), (b) (7)(C) dress and (b) (6), (b) (7)(C) was hostile with an axe. (b) (6), (b) (7)(C) sat in the meeting overtly wielding a knife. (b) (6), (b) (7)(C) was intimidated. (b) (6), (b) (7)(C) was present and allowed it.

4. In February 2014, while on a river trip (b) (6), (b) (7)(C) grabbed (b) (6), (b) (7)(C) and in a separate incident shoved her from behind. He was also hostile and verbally abusive. This was reported to (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C). It was not investigated, nor were witnesses to the incidents interviewed.

In the August 2014 Declarations provided to Secretary Jewell there are over thirty incidents described of intimidating presence; frightening behavior; harassment of a various nature; oral and written statements; gestures, expressions that indicate a direct or indirect threat of physical harm; grabbing; pushing; and sexual touching, and sexual solicitations, and other forms of disruptive conflict or behavior. (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) have knowingly violated the Workplace Violence Policy by their failure to address and correct the Workplace Violence culture.

II. Policy and Regulations on Sexual Harassment/Hostile Work Environment

NPS Director's Order #16E: Sexual Harassment includes the following guidelines:

"Our employees are our most valuable asset and are critical to managing for results. Sexual harassment violates the law, and has a debilitating impact on employee morale and productivity. Therefore, sexual harassment in the work environment cannot be tolerated... Sexual harassment is defined as deliberate or repeated unsolicited verbal comments, gestures, or physical contact of a sexual nature, which are unwelcome. Unwelcome sexual advances are unlawful whether verbal or physical in nature and constitute sexual harassment when....such conduct has the purpose or effect of interfering with the work performance or creates and intimidating, hostile or offensive work environment. Some of the most obvious forms of sexual harassment include touching, grabbing, lewd gestures, jokes with a sexual connotation, computer screen covers of a sexual nature and any behavior with sexual overtones which is intimidating or offensive to the recipient or one who

observes such behavior or such other displays. Violation of the law on sexual harassment by any employee of the Service will result in disciplinary action, ranging from reprimand to termination. All managers shall take all actions necessary to prevent and/or eliminate employee exposure to a hostile, intimidating and/or offensive work environment throughout the Service. All employees will be held accountable for ensuring that the National Park Service work environment is free of sexual harassment. All employees and managers shall receive continuing education on the prohibition on sexual harassment, through training and communications that reinforce our policy.”

The NPS Order is based on Directives from the Department of Interior, EEOC Regulations, and Public Law.

Grand Canyon National Park managers (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) have long been aware that there is a sexually hostile work environment on the River District of the Grand Canyon National Park. The thirteen Declarations report multiple and numerous incidents of sexual misconduct by repeat offenders, most of which were reported to management. Two of the biggest offenders, (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) continue to be employed.

Grand Canyon National Park management has failed to follow the directives to insure “employees and managers shall receive continuing education on the prohibition on sexual harassment, through training and communications that reinforce our policy.”

Grand Canyon National Park management has failed to prevent and eliminate the serious and pervasive sexually hostile work environment for many years, violating law, regulations, directives, and policy.

III. Retaliation

The EEOC prohibits retaliation for protected EEO activity:

“An employer may not fire, demote, harass or otherwise "retaliate" against an individual for filing a charge of discrimination, participating in a discrimination proceeding, or otherwise opposing discrimination. The same laws that prohibit discrimination based on race, color, sex, religion, national origin, age, and disability, as well as wage differences between men and women performing substantially equal work, also prohibit retaliation against individuals who oppose unlawful discrimination or participate in an employment discrimination proceeding.”

“Protected activity includes:

Opposition to a practice believed to be unlawful discrimination

Opposition is informing an employer that you believe that he/she is engaging in prohibited discrimination. Opposition is protected from retaliation as long as it is based on a reasonable, good-faith belief that the complained of practice violates anti-discrimination law; and the manner of the opposition is reasonable.

Examples of protected opposition include:

- Complaining to anyone about alleged discrimination against oneself or others;
- Threatening to file a charge of discrimination;
- Picketing in opposition to discrimination; or
- Refusing to obey an order reasonably believed to be discriminatory.

Participation in an employment discrimination proceeding.

Participation means taking part in an employment discrimination proceeding. Participation is protected activity even if the proceeding involved claims that ultimately were found to be invalid. Examples of participation include:

- Filing a charge of employment discrimination;
- Cooperating with an internal investigation of alleged discriminatory practices; or
- Serving as a witness in an EEO investigation or litigation.”

The thirteen Declarations provided to Secretary Jewell identify approximately twenty-five acts of retaliatory behavior against women who either reported sex

discrimination and sexual harassment, and/or participated in proceedings that dealt with sexual harassment claims. Of particular concern is that the recent retaliatory acts by (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) against (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) for their participation in protected EEO activity.