

**Carolyn Kearns**

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**From:** [REDACTED]@gmail.com  
**Sent:** Wednesday, January 04, 2012 3:13 PM  
**To:** Carolyn Kearns  
**Subject:** Re: termination

Thank you. I will call you then.

On Jan 4, 2012, at 3:02 PM, "Carolyn Kearns" <[kearnsc@assembly.state.ny.us](mailto:kearnsc@assembly.state.ny.us)> wrote:

You can call me at (518)455-4191 or I can reach out to you. (The phone number I have for you is [REDACTED])

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**From:** [REDACTED][mailto:[REDACTED]@gmail.com]  
**Sent:** Wednesday, January 04, 2012 2:52 PM  
**To:** Carolyn Kearns  
**Subject:** Re: termination

2:00 pm works for me- thank you

On Jan 4, 2012, at 1:29 PM, "Carolyn Kearns" <[kearnsc@assembly.state.ny.us](mailto:kearnsc@assembly.state.ny.us)> wrote:

Absolutely. Would 2:00 be good for you?

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**From:** [REDACTED][mailto:[REDACTED]@gmail.com]  
**Sent:** Wednesday, January 04, 2012 1:21 PM  
**To:** Carolyn Kearns  
**Subject:** Re: termination

The 12th would be better for me. Can we set up an appointment for the afternoon?

On Jan 4, 2012, at 10:17 AM, "Carolyn Kearns" <[kearnsc@assembly.state.ny.us](mailto:kearnsc@assembly.state.ny.us)> wrote:

[REDACTED]  
Thank you for getting back to me. As I noted previously, it is important that we understand what you are asking the Assembly to do. I understand that you are currently out of town and will not return until January 11th. Given that delay, is it possible to set up a date/time for us to speak on either the 11th or 12th?  
Carolyn

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**From:** [REDACTED][mailto:[REDACTED]@gmail.com]  
**Sent:** Wednesday, January 04, 2012 8:51 AM  
**To:** Carolyn Kearns  
**Subject:** Re: termination

Dear Carolyn,

I am currently out of town and will follow up with your office regarding the email I sent on December 14th when I return on Jan 11th.

Sincerely,

On Dec 15, 2011, at 10:40 AM, "Carolyn Kearns" <[kearnsc@assembly.state.ny.us](mailto:kearnsc@assembly.state.ny.us)> wrote:

Dear Ms. [REDACTED],

Please be advised that Bill Collins and I have received a copy of the email message you sent to Assemblyman Vito Lopez on December 14, 2011.

While you have previously received a copy of the Assembly's Sexual Harassment/Retaliation Policy, I am providing it to you again now in order to ensure that you have it before you. As stated in the policy and reiterated in our employee training, the Assembly is committed to providing our employees with a workplace free from sexual harassment. This is an obligation we take very seriously. Please note that sexual harassment and retaliation in response to a sexual harassment complaint are both prohibited. Complaints of sexual harassment are investigated as discretely as possible.

We would like to follow up with you regarding this matter. It is of particular importance that we understand whether it was your intention to file a formal complaint of sexual harassment by sending us a copy of the email to Assemblyman Lopez. Please contact us at your earliest convenience.

Sincerely,

Carolyn Kearns  
Deputy Counsel to the Majority  
448M Capitol  
Albany, NY 12054  
(518)455-4191

<http://intranet.nysa.us/files/2011harass.pdf>

**From:** [REDACTED] [mailto:[REDACTED]@gmail.com]  
**Sent:** Wednesday, December 14, 2011 1:02 PM  
**To:** [REDACTED]  
**Cc:** [pagey@assembly.state.ny.us](mailto:pagey@assembly.state.ny.us);  
[collinsw@assembly.state.ny.us](mailto:collinsw@assembly.state.ny.us);  
[kearnsc@assembly.state.ny.us](mailto:kearnsc@assembly.state.ny.us)  
**Subject:** termination

December 14<sup>th</sup>, 2011

Dear Assemblyman Vito Lopez:

As you are fully aware, you fired me on Sunday, after a series of escalating incidents in which I repeatedly denied your sexual advances and told you to stop making sexual and other inappropriate remarks to me and other staff or to retaliate against me, and after I reported your behavior last week to human resources. Although you told me that I should still report for work for a brief transition before leaving, you then continued to yell at me on Monday, within ear shot of all staff, stating that you were "not going to get caught up in this minutia type of thing" or "be bogged down in bullshit." I no longer feel safe at work or in your presence. It is impossible for me to perform my actual job, and I need time to recover from the way I have been treated. You have forced me out, and I am no longer able to report to work. I ask that you continue to pay me while I recover. In any event, I currently have 5 personal days and 6 days of unused comp time, so regardless of your position, I should receive a paycheck through and including December 28, 2011.

I have left all work related materials and papers on my desk and my keys, and left instructions for staff to deal with outstanding matters. My Assembly I.D. will be placed in the mail as of later today.