

Carolyn Kearns

From: William Collins [collinsw@assembly.state.ny.us]
Sent: Tuesday, January 03, 2012 7:44 PM
To: kearnsc@assembly.state.ny.us
Subject: Fw: Fwd: summary
Attachments: Summary for HR.docx

From: [mailto: [REDACTED]@gmail.com]
Sent: Tuesday, January 03, 2012 07:41 PM
To: collinsw@assembly.state.ny.us <collinsw@assembly.state.ny.us>
Subject: Fwd: summary

Apologies-- this one should work. I will follow-up with a hard copy tomorrow.

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

From: [REDACTED] <[REDACTED]@gmail.com>
Date: Mon, Jan 2, 2012 at 8:19 PM
Subject: summary
To: [REDACTED] <[REDACTED]@gmail.com>

Here is a brief written follow-up to our phone conversation. In sum, Assemblymember Lopez has repeatedly made unwanted, unwelcome sexually suggestive comments directed at me and several members of the staff, as well as generally treating the female members of the staff differently from the male staff members in ways that negatively impact how and whether the female members of staff are able to do their work. When a female employee does not accept his inappropriate behavior, he retaliates by telling them that they "have the wrong attitude" or "don't care about their job" and suggests or threatens that they might be better off working in another office. I have personally witnessed the following comments by Assemblymember Lopez:

- Frequent comments to me and other female about our appearances, all in the context of constantly encouraging us to be flirtatious and sexy in order to be good at our jobs:
 - telling me and others to wear high heels
 - telling me and others to wear skirts and earrings
 - telling a female employee that she "needed to do something about waxing her eyebrows"
 - repeatedly telling a story about a woman who was very successful at her job, and describing her as "flirtatious and always wearing a miniskirt"
- On several occasions, as a part of a discussion about how specific former female employees were successful at their jobs, describing them as having been flirtatious with males in the community
- Frequently joking, in my presence and the presence of others, that various male employees "are in love with" various female employees
- Frequently telling female employees to smile, a comment I have never heard directed at a male employee
- Telling the female employees that they cannot mention their boyfriends
- Requiring female employees to attend additional events (e.g., all of the "coalition" events planned by other staff members), although male employees are not held to the same standard. For instance, if a female employee does not attend, Assemblymember Lopez will inquire why she is not in attendance, and then the next time he sees her, he will chastise her for failing to attend. I have witnessed that pattern on several occasions, but never for a male employee.
- In staff meetings, repeatedly telling a story regarding a visit by the President of the Dominican Republic, in which the President allegedly remarked that he liked visiting Brooklyn because "the women all wear short skirts"

In addition, other employees have told me of various comments where Assemblymember Lopez has made explicit comments about their body as well as telling them to wear short skirts, high heels, specific

items of jewelry, and to be flirtatious. For instance, one female employee mentioned that he once told her she “had small breasts” and therefore “should wear low cut shirts.” Also, two female employees have mentioned that he has asked and/or pressured them (individually, and on separate occasions) to share a hotel room with him.

These comments and both the discriminatory and retaliatory behavior are humiliating for me, and make it extremely difficult and often impossible to perform the functions required of my position. In my opinion, the atmosphere created by Assemblyman Lopez’s words and behavior is such that his impression of my performance is not merit-based, but rather on whether I adhere to what he considers is the acceptable role for a female’s behavior—specifically, flirtatious, dressed in high heels and skirts, and always available socially.

This is just a summary of what I’ve experienced with some highlighted specific examples, it is not everything that occurred or that I have observed.