

Michigan Senate Discriminatory Harassment Complaint Form
Senate Business Office

Employee Name (Print or Type) Sarah Studley		Race Caucasian	Gender Female
Employee Home Address (Number/Street) [REDACTED]		City Lansing	State MI
		Zip Code 48915	
Work Phone (517) 373-1755	Personal Phone [REDACTED]	Preferred Email	Best Time to Contact
Office/Department Senate Democrats	Immediate Supervisor John Mulcrone	Supervisor	

Name of Accused John Mulcrone	Race (if known) Caucasian	Gender Male	Office/Department Senator Ananich
Accused Work Phone (517) 373-0142	Accused Immediate Supervisor Senator Ananich	Accused Supervisor Work Phone (517) 373-0692	

Discriminatory Harassment Factors:

I feel I was unlawfully discriminated against on the basis of the following: Check all that apply.

<input type="checkbox"/> Age	<input type="checkbox"/> Color	<input type="checkbox"/> Disability	<input type="checkbox"/> Race
<input type="checkbox"/> Height	<input type="checkbox"/> Weight	<input type="checkbox"/> Marital Status	<input type="checkbox"/> Familial Status
<input checked="" type="checkbox"/> Sex	<input type="checkbox"/> Religion	<input type="checkbox"/> National Origin	<input type="checkbox"/> Other

This possible unlawful discrimination occurred in connection with the following:

<input type="checkbox"/> Disciplinary Action	<input checked="" type="checkbox"/> Demotion
<input type="checkbox"/> Performance Review	<input type="checkbox"/> Promotion
<input type="checkbox"/> Transfer	<input type="checkbox"/> Reduction in Force
<input checked="" type="checkbox"/> Hostile Work Environment	<input checked="" type="checkbox"/> Other: Failure to Promote
<input type="checkbox"/> Retaliation	

Please list any witnesses and contact information (additional pages may be attached if necessary)

Name Angela Vasquez-Giroux	Phone Number [REDACTED]	What specifically were they witness to?
Name Jen Anderson	Phone Number [REDACTED]	What specifically were they witness to?

Have you discussed this incident with anyone? No Yes If Yes, with who and date(s)
A. Vasquez-Giroux, J. Anderson, E. Battiste, B. McGarry, S. Meyers, others

Have you asked that the behavior stop? No Yes If Yes, when?
9/8/16 - Conversation w/ Sen. Ananich. 9/26 - Phone chat w/ Sen. Ananich, followed by email.

Discriminatory Harassment Complaint Statement

Senate Rule 1.307 prohibits sexual harassment in the Michigan Senate. This form is to be used in conjunction with the Senate Majority Leader Policy EL 04-06. Filing a complaint with the Senate does not preclude use of other processes established under Michigan or Federal law.

Rev: 01/16

1/6

Describe below in detail the alleged discriminatory harassment. *Use additional pages as needed.*

Please include the following:

- The action(s) taken or not taken because of the factors checked above.
- Dates, places, names and titles of persons involved and witnesses, if any.
- What harm, if any, was caused to you or others with whom you work as a result of the alleged discriminatory action(s).
- If this complaint is based on a disability, describe the disability, your history of disability, or why you think you were regarded as disabled.

Since John Mulcrone was hired as Chief of Staff, the culture for the women of Democratic Central Staff has become toxic. So much so that three female staffers recently left their jobs rather than remain employed at the Michigan Senate. Likewise, I have also been treated poorly under Mr. Mulcrone's leadership. I am concerned that this treatment, both mine and that of the other women, is the result of gender discrimination. Some examples are explained below. This is not an exhaustive list.

General Culture

The Senate Democratic staff suffers from a culture where smart, outspoken women are dismissed, excluded, and undermined. As a result of this widespread gender discrimination, three female staffers left their jobs within a period of three months during late 2016. Of those three staffers, one filed two formal complaints with the Senate Business Office about the toxic work environment for Democratic Central Staff and it is my understanding that a second verbally discussed some of her concerns with Senate Business Office staff. Despite this, no one in the Senate Business Office investigated the veracity of either woman's complaints. In the written complaints, I was listed as a witness to some of the behavior, but I was never contacted by Senate Business Office to validate those claims. At this time, under Mr. Mulcrone's leadership, no real changes have been made to improve the working environment for the Democratic Central Staff but we lost three very talented female staffers. [SEE ATTACHMENT.]

Please describe how your complaint of alleged discrimination could be resolved. *Use additional pages as needed.*

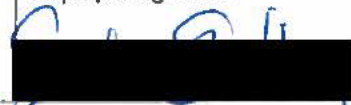
I believe that Mr. Mulcrone is better suited to a work environment where he does not supervise women. Given the pervasiveness and severity of his behavior, I believe that appropriate disciplinary action could include termination.

Alternatively, I believe that I should no longer be supervised by Mr. Mulcrone. There is some precedence for this: during the tenure of the prior Chief of Staff, Tom Lenard was supervised directly by Senator Ananich, rather than by Andy Leavitt.

I certify that the information provided is true, accurate, and complete to the best of my knowledge and belief.

Employee Signature

Date



3 February 2017

[DESCRIPTION OF DISCRIMINATORY HARASSMENT CONTINUED.]

- Generally speaking, Mr. Mulcrone has a reputation for having difficulty working with women. On August 18, 2015, I had lunch with Mr. Mulcrone's former boss. He specifically warned me that Mr. Mulcrone has difficulty working with strong women. Based on my experiences and the experiences of my female peers, in my opinion, this reputation is well founded.
- Mr. Mulcrone has dismissed critical staffing concerns of the women on Central Staff. Before Mr. Mulcrone took the position of Chief of Staff, there were some problems for some of the women staffers. In particular, serious concerns they/we raised about the management in the Digital and Communications Departments were consistently ignored, despite the fact that multiple women raised these concerns. But the environment for female staffers, particularly those who are smart and outspoken, has worsened significantly since Mr. Mulcrone took over. Mr. Mulcrone met with all three of the now-departed female staffers to discuss their views on workplace matters. Each woman felt that he had been dismissive of their concerns, as evidenced by his continual interruptions and insistence on talking over them. He also failed to take any actions to ameliorate the conditions for staff.
- One male staffer, Michael Zukas, has a history of making sexist remarks and provoking female staffers on Slack. Despite the fact that his supervisor (who is his business partner) was alerted on every occasion, Mr. Zukas continued to engage in these behaviors. Meanwhile, on August 24, 2016 at a staff meeting, Mr. Mulcrone told the staff that we should let interpersonal problems among staff go because we should be honored to work in a building that is so beautiful. Multiple women present, myself included, understood that comment to be specifically geared toward their/our concerns about Mr. Zukas's behavior. Mr. Zukas was never properly reprimanded until after Ms. Vasquez-Giroux filed a complaint about him with the Senate Business Office. When he was reprimanded, it was for racially insensitive comments, not sexist ones. In 2016, Mr. Zukas received a 10% raise.
- There appears to be different rules for men and women on staff. Prior to Mr. Mulcrone's hiring, staff were generally given the flexibility to work from home when they needed to do so as long as it did not interfere with session or committee assignments. Female staffers disproportionately relied on the ability to work from home to cope with childcare and health concerns. At the August 24 staff meeting, Mr. Mulcrone announced that staff would no longer be allowed to work from home. Despite this, one male staffer was allowed to continue working from home on a regular basis.

My Treatment

Like the other women, I have been treated very poorly under Mr. Mulcrone's leadership. Under the prior Chief of Staff, I was regularly consulted about high-level strategy and communications. My opinions and ideas, although not always heeded, were sought out

and heard. Today, things are very different. The job that I perform now does not really resemble the job for which I was hired. Since Mr. Mulcrone was hired as Chief of Staff, I have been systematically excluded from conversations and decisions that I was typically a part of, undermined, and generally limited in my job functions. I believe I am being treated this way because I am a woman.

- Under Mr. Mulcrone's leadership, I have been denied a promotion that had been promised to me on two occasions. In May and June of 2016 I was told on separate occasions both by Senator Ananich and by former Chief of Staff Andy Leavitt that I was going to be promoted and get a raise. I was told that I would be supervising staff, and as such, could no longer serve as Counsel because it posed a conflict of interest. I asked to continue to serve as Co-Counsel for the purposes of my student loan forgiveness program. Neither Sen. Ananich nor Mr. Leavitt objected to this. Despite these two conversations about a promotion and raise, under Mr. Mulcrone's tenure neither has happened. At no point were changes in these plans discussed with me.
- In fact, rather than a promotion, under Mr. Mulcrone I have been functionally demoted. Despite the fact that I am not supervising staff, I am no longer listed as Counsel for the Caucus's affairs with the Senate Business Office or Snyder Administration. Instead, Mr. Mulcrone is listed as Counsel in addition to being Chief of Staff. Apparently the conflict of interest that was cited to bar my serving such roles is not evenly applied. This change in status was not discussed with me.
- Mr. Mulcrone has been dismissive of my opinions on staffing matters. Despite the fact that I have been encouraged to discuss these things with him by Senator Ananich, Mr. Mulcrone has barely listened to my thoughts or concerns about staffing issues, let alone heeded any of my advice. For example, during my first meeting with him after his hiring, when I tried to discuss concerns about the Communications Department, Mr. Mulcrone was looking at his phone then changed the subject and began asking me about my professional background. Additionally, when I alerted on him Monday, September 12 that Angela Vasquez-Giroux had filed two discrimination complaints on her last day, I was hoping we could use that opportunity to talk about my serious concerns with the management of the Communications Department. Instead of having an in-depth conversation, Mr. Mulcrone asked me questions that were primarily about timelines with respect to Mr. Zukas and not the merits of the complaints against either staffer. He also took the opportunity to tell me how things worked among staff when he was in the military.
- I am no longer involved in the hiring process for new staff, which I regularly was prior to Mr. Mulcrone's hiring. Prior to Mr. Mulcrone's hiring, I was often consulted on Central Staff hiring decisions. I reviewed resumes and frequently sat in on interviews. Under Mr. Mulcrone's leadership, I am no longer asked to be involved in the hiring process for any staff or interns. Usually I find out about staff hires when they are announced to Member offices via email. This change in process

was not discussed with me.

- I am no longer consulted on high level activities for the Caucus or Senator Ananich. For example, I typically was part of the team who reviewed press releases, statements, etc. and developed strategic plans for Senator Ananich and the Caucus. Since Mr. Mulcrone's hiring, I've been excluded from those conversations. For example, frequently Mr. Mulcrone will pull male senior staff into the back room during session for closed-door meetings. I am rarely asked to join these conversations, when under the prior Chief of Staff I would have almost always been included. This change in staff process was not discussed with me.
- Under Mr. Mulcrone's tenure, I have been excluded from strategic conversations and decisions regarding one specific area of expertise: the Flint Water Crisis. Under the leadership of the prior Chief of staff, I was involved in most high-level strategic conversations about the crisis. For example, I was charged with single-handedly designing the proposal for a Flint Water Crisis investigation and hearings schedule to present to the Majority Leader. Now, under Mr. Mulcrone's leadership, bill drafts and plans for bill drafts related to Flint have not been typically shared with me, I haven't been consulted on statements related to Flint, and key documents related to the water crisis haven't been shared with me through normal channels (at one point Senator Ananich shared a document with me directly because he knew it had not been shared with me at the staff level). Ultimately, staff responsibility for coverage of the Flint Water Crisis was given to another staffer. None of these changes were ever discussed with me.
- Other skill sets, beyond my knowledge of the Flint Water Crisis, are being ignored in a way that feels like an attempt to degrade me. For example, prior to moving to Michigan, I worked at an organization with a primary function of messaging and media training. In fact, my former boss is now serving as the Communications Director at the DNC. As such, under the leadership of the former Chief of Staff, I was involved in most high-level conversations about how Senators should discuss sensitive topics. I was often consulted on drafts of talking points. Despite this experience, I have generally not been consulted on messaging strategy since Mr. Mulcrone became Chief of Staff. For example, I was brought into a messaging meeting recently and told my explicit function was to fact-check and serve as an expert on the data while others discussed messaging strategy. On another occasion, despite both my law degree and my background in education (I was a certified K-6 teacher in New Jersey and focused on education policy in graduate school), I was excluded from conversations with the MEA about a brief the organization was filing. I was literally un-looped from an email chain I had been on so that I did not know when a conference call was taking place.
- Mr. Mulcrone has undermined me and my authority to other staff members. For example, under Mr. Mulcrone, MOCHA (work flow clarity system I introduced to staff at a retreat at the request of the former Chief of Staff) is no longer being used by staff. In fact, shortly after Mr. Mulcrone came on staff, the MOCHA poster was removed from Communications work area. Additionally, I was

excluded from a planned conversation about internal Slack policies. Two staff members and I had planned to schedule a meeting with Mr. Mulcrone to discuss them, but before I was included in any conversation, policies were announced.

- On an interpersonal level, Mr. Mulcrone has demonstrated a marked lack of respect for me. Generally, he rarely makes eye contact when we are speaking and often interrupts and talks over me. Even when he asks me a question, he regularly interrupts me before I've finished answering. The day after my mother passed away, he texted a non-urgent question to me and another staffer. Knowing that the other staffer was capable of handling it, I ignored the text. Later, Mr. Mulcrone texted and said that I could ignore the request, but never actually apologized for having been so thoughtless.

For the first year of this job, I absolutely loved the work and felt very fulfilled professionally. I was consulted on important Caucus decisions and my opinions were considered. I handled a number of sensitive legal matters and, apart from being admonished for one thoughtless joke, I have never received any negative feedback about my work performance. Even since Mr. Mulcrone was hired, I have not received any negative feedback. Instead, I've just been pushed out from any sort of position of authority without any justification as to why. I believe it was because of my gender.

I have spent countless hours over the past seven months working with my therapist to cope with the stress associated with working in such a toxic environment. It's been very stressful to have my dream job taken away from me through no fault of my own. Three other women were forced to leave their jobs rather than continue to be subjected to such treatment. I worry that I will be forced to do the same.