



Annette Murdock Tangye <axtangye@ualr.edu>

Formal Complaint

4 messages

Cole Gordon <cole.gordo@gmail.com>
To: axtangye@ualr.edu

Thu, Apr 24, 2014 at 1:05 PM

April 24th, 2014

To the Department of Human Resources,

I am writing this letter to file a formal complaint as stated in the Student Handbook on page eight about numerous unfortunate incidents that occurred over the previous months as an employee at the University of Arkansas Little Rock. I believe I have been involved in physical and sexual harassment by my direct supervisor. This employee's name is Scott Norwood.

On numerous occasions in my office Mr. Norwood has physically grabbed my head or hit me. I have expressed my hatred for being touch in any manner to Mr. Norwood multiple times. On February 13th, I physically had to defend myself and push Mr. Norwood off me when he approached me at my desk and grabbed me. He stated, "Cole, Why do you hate it so much when I grab you?" Mr. Norwood was already aware that I did not like him touching me in any physical manner. I was extremely terrified to be around Mr. Norwood in thoughts that the physical abuse could become worse. I became highly defensive and worried to come to work.

The most recent and offensive occurrence happened on March 23rd. A UALR student named [REDACTED] approached me about sexual comments from Mr. Norwood to him and his girl friend. [REDACTED] stated, "Norwood would is always saying to stuff to my girlfriend about how big her breast are." Mr. [REDACTED] was very upset about the comments.

I reported this incident of Mr. [REDACTED] to two of my direct supervisors on March 24th. I was told to "not say a word, we can't let this get out."

After seeking legal counsel I was advised to inform our Human resources depart of the above listed events. I can't express the amount stress and embarrassment of the about occurrences have had on my life. I have been so scared that I would lose my job if I came forward about Mr. Norwood physically harassing me. I need my job. I felt compelled to report the events that Mr. [REDACTED] contacted me about and I am not sure if it is an ongoing investigation or not.

However, I can't stand the thought of working in this environment. I feel like I have been held hostage for these events and I have decided to resign from the University of Arkansas Little Rock and pursue other job opportunities.

I would like not to pursue legal actions at this point and have Mr. Norwood reprimanded for his actions. I am writing this letter because Mr. Norwood deserves proper punishment for his actions and for the hope that any other future employee or student does not have to suffer physical or sexual harassment.

My attorney has advised me to request a formal apology, a letter of recommendation, and a guarantee that Mr. Norwood never speak to me or touch me again.

Sincerely,

Robert Cole Gordon

10-1030-0000