



Pierce County

MEMO

RECEIVED
ASSESSOR / TREASURER

AUG 19 2009

PIERCE COUNTY

TO: Dale Washam, Assessor Treasurer

FROM: Betsy Sawyers, Human Resources Director

DATE: August 17, 2009

RE: EEO Investigation Report

Attached you will find a copy of Diane Taylor's report regarding the EEO investigation into an employee's complaint against you. As you are aware, Ms. Taylor was contracted by the Human Resources Department to conduct the investigation. The complaint alleged discrimination, based on the employee's age and gender, and retaliation. The investigation did not find sufficient evidence to support a finding that disparate treatment occurred because of age or sex. The investigation did find that you retaliated against the employee based upon her participation in complaints against you based on religion (1/22/09), and discrimination and retaliation (3/11/09). The investigator concluded that you may have had mixed motives for the retaliation, but that the employee's participation in complaints of discrimination and retaliation were a substantial factor motivating actions taken that would be considered retaliatory. She also concluded that you and Gretchen Borck violated the County's EEO policy by refusing to participate in an interview, provide requested documents, and that you further violated the policy by refusing to permit a tour of the Assessor-Treasurer's Office.

A copy of the investigation report has been requested by a News Tribune reporter. The County has the obligation by law to disclose the investigation since there were sustained findings. I have attached a copy of the report for your information.

I do not believe that I can overemphasize how important it is that no further retaliation occurs to the complainant or any other employee. Such behavior would not only again, violate the law, but it would again place the County under increased liability. I am available to work with you to attempt to mitigate this situation and to prevent any further retaliation. I would like to have my Administrative Assistant schedule a meeting to discuss the findings and my recommendations. Please let me know if you would be willing to participate in such a meeting. If you have any questions please feel free to contact me at 798-7469.