



615 South 9th Street, Suite 200  
Tacoma, Washington 98405-4670  
(253) 798-7480

April 3, 2009

**MEMORANDUM**

**TO:** Dale Washam, Assessor-Treasurer  
**FROM:** Betsy Sawyers, Human Resources Director  
**RE:** EEO Discrimination Complaint

This is to notify you that the Human Resources Department is in receipt of an Equal Employment Opportunity (EEO) Complaint alleging that you discriminated against and harassed an employee in your department due to age and gender and that you also engaged in retaliatory behavior towards this individual.

The County is obligated by federal and state laws and County code and policy to conduct an investigation when these types of allegations are brought to our attention (see attached policy). In addition, by County code and policy, the Human Resources Department has the responsibility to designate an individual to conduct the investigation. Please be advised that the Human Resources Department has retained a contracted investigator, Diane Taylor, to conduct this investigation. Please also be advised that it is County practice that the department in which the complaint arose bears the entire cost of the investigation. Typically, an EEO investigation will cost approximately \$15,000 to \$30,000, depending on the complexity and length of the investigation.

We are notifying you that you have a duty to participate and cooperate fully in the investigation. You will be contacted in the near future by my staff to schedule you for an interview with the investigator. Please also note that you must allow any staff members named as potential witnesses to participate and cooperate fully in the investigation without fear of reprisal and/or retaliation by you or any member of your staff. Please notify Martha Keogh, the County's EEO/ADA Specialist (253) 798-2909 who the contact person from the Assessor/Treasure's office will be for this investigation.

Retaliation is specifically prohibited. Any form of retaliation against the complainant and/or any person who participates in a complaint or investigation is prohibited and will not be tolerated by the County. We are further notifying you that investigations are strictly confidential and we specifically require that employees do not discuss the investigation with you and/or any other staff members.

I trust that you will cooperate fully with this investigation. If you have any questions, please contact me at (253) 798-7469 or the County's EEO/ADA Specialist, Martha Keogh, at the number above.

cc: Pat McCarthy, County Executive

Attachment: EEO Policy (Chapter 3.16, Equal Opportunity Employment)

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P09-106

PIERCE COUNTY IS AN EQUAL OPPORTUNITY EMPLOYER