

Is 'inappropriate touching' sexual harassment? Experts weigh in on Portland police chief's view



By [Maxine Bernstein, The Oregonian](#)

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Labor lawyers and investigators say they'd view a male supervisor's inappropriate touching of female employees on the leg or thigh as harassment of a sexual nature.

The experts' interpretation conflicts with Portland Police Chief [Mike Reese](#)'s assessment, who said he did not consider Todd Wyatt's touching of female workers' legs under his command "to be sexual in nature."

Sexual harassment is defined as unwelcome sexual advances, requests for sexual favors or conduct of a sexual nature that's directed toward a person because of gender. It can include physical touching or graphic comments.

University of Oregon Law Prof. [Caroline A. Forell](#) said the law doesn't consider the accused person's perspective.

"Regardless of what he intended, if the woman perceived it as sexual or unwelcome, that would rise to sexual harassment," said Forell, who has co-authored a book on the subject with an investigator from Oregon's Bureau of Labor and Industries.

The chief "can say whatever he wants," she said, "but I think what he'd try to argue is they weren't egregious. They weren't like rape, or assault, they were something lesser, but that doesn't mean they weren't sexual."

[View full size](#) Portland Police Chief Mike Reese said he moved Wyatt to the detective division to be under the "close supervision" of Cmdr. Donna Henderson, who has mentored other officers and has a master's degree in counseling. Reese said he didn't

consider Wyatt's "inappropriate touching" of a sexual nature, so he was okay with having him supervise sex assault investigators. *Doug Beghtel/ The Oregonian*

Reese **made his comments** to the Oregonian's Editorial Board Wednesday. Because he didn't consider the touching for which Wyatt was disciplined to be of a sexual nature, he said had no problem moving the demoted captain from leading the Records Division to supervising sex assault investigators in the Detective Division.

The chief said he moved Wyatt to the detective division to be under the "close supervision" of Cmdr. Donna Henderson, who has a master's degree in counseling.

"It wasn't sexual in nature. It was inappropriate contact in a meeting. The women never complained it was a sexual encounter," the chief told the editorial board.

According to the chief's letter of demotion to Wyatt, one woman said Wyatt "stroked her leg." Another said he placed his hand on the top of her leg and rubbed back and forth. One complaint said he touched her thigh and lingered. One of the women changed shifts to avoid Wyatt; another called the contact "too familiar" and uncomfortable.

Tom Petersen, a partner in the Medford-based law firm **Black, Chapman, Weber** and Stevens, said the chief's explanation is questionable.

"I don't understand why it's not sexual," Petersen said. "It doesn't compute. Why would they complain then? Typically, there's a hands-off policy when it comes to fraternization. This guy's a captain, and these women are subordinate, and he has power over them."

Charlie Burr, spokesman for Oregon's **Bureau of Labor and Industries**, said the agency would investigate such complaints by female employees of "unwelcome touching" by a male supervisor as potential sexual harassment.

"We analyze the situation from the employee's perspective," Burr said. "If they're being touched and it appears sexual, we ask would a reasonable person consider it to be an unwanted sexual advance?"

Phyllis Barkhurst, who spent 17 years in Oregon assessing sexual harassment complaints for businesses and local governments, said sexual harassment case law relies on the "reasonable woman" standard, not the male perspective.

"Women perceive a touch on the leg, especially the upper leg, as sexual in nature and not asexual as a pat on the shoulder is perceived to be," Barkhurst said.

Based on case law, the other litmus tests would be: Is it behavior that a supervisor would carry out in public? Does it contribute to sexualizing a work environment, and it is a pattern of behavior? The courts, Barkhurst said, place a much higher burden on an organization if the inappropriate touching is done by a supervisor because subordinates often are reluctant to tell a boss to stop.

"This is inappropriate behavior targeting one gender, and sexual harassment under the law is a form of sexual discrimination," Barkhurst said, commenting on the Portland police case.

Barkhurst, a former director of Oregon's Sexual Assault Task Force, currently is co-founder of the Center for the Prevention of Abuse and Neglect at the University of Oregon.

Portland employment lawyer Mitzi Mahoney said the chief's initial re-assignment of Wyatt to detectives investigating sex assaults could have opened the bureau to further liability. If a future sex assault crime victim felt her case was not properly investigated by the unit, the victim could point to the supervising lieutenant's past misconduct.

"It doesn't make sense to do that," Mahoney said.

More

Continuing coverage of Todd Wyatt, a Portland Police Bureau captain demoted to lieutenant.

The chief last month re-assigned Wyatt for a second time to the chief's office, after learning that one of the women in the records division who complained about Wyatt's touching was transferred and working in the sex assault detective division.

The city now faces two challenges to Wyatt's demotion. Wyatt has filed a notice to sue the city, and the commanding officers' union has filed a grievance challenging the demotion. Wyatt contends that the female employees who complained about the touching were coerced into making the complaints in retaliation for his role trying to rein in overtime use and sick leave abuse in the Records Division.

Rob Wheaton, an AFSCME Local 189 union representative for civilian employees in the police bureau's records division, dismissed Wyatt's allegation that the complaints were retaliatory.

"I think that shows an exaggerated sense of self worth," Wheaton said.

Wyatt's attorney also argues that because Wyatt was acquitted of a criminal charge in an off-duty road confrontation in 2010, he should not have faced a police internal affairs investigation. Portland police internal affairs investigated the encounter, and the chief found Wyatt escalated it by flashing his badge and holstered revolver at the other motorist.

"This should have been the end of the incident, but it was not," Sean Riddell wrote in the legal notice.

-- **Maxine Bernstein**

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Rose City Antifascists Statement on Portland Police Captain Mark Kruger

11/13/2010

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"I would not have promoted Mark to captain if I felt at any time the allegations were true. I supported him then and I support him now." —Rosie Sizer, Portland Police Chief June 2006–May 2010, email of October 14, 2009

In news reported by *The Oregonian* early last month, Portland's Police Review board has criticized a cop in unusually strong language, stating that Captain Mark Kruger brought "discredit and disgrace upon the Bureau and the City" by erecting plaques to his Third Reich military heroes in a city park a decade ago. The statement followed an Internal Affairs investigation, which was itself prompted by a complaint to Independent Police Review Division (IPRD) as well as by demands from City Commissioner Dan Saltzman.

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Summary of Events

At some point between 1999 and 2001, Mark Kruger had placed memorial plaques to five Nazi soldiers on a tree in Rocky Butte Park, which Kruger had named the "Ehrenbaum" or "Honor Tree." This fact had first surfaced in 2003 during litigation against the City involving Kruger's brutality against anti-war protesters. At that time, it was also alleged that a young Kruger had rode around Portland with two friends while "listening to Hitler's speeches and yelling racist and homophobic comments to people who were on the sidewalk," and that Kruger had a large collection of Nazi artifacts and uniforms, some of which he used in WWII reenactments. It was later revealed that Kruger had married his now ex-wife near Hitler's Berghof, where Hitler had spent much of his time during WWII, although Kruger has claimed that he chose the location due to scenic beauty.

Kruger's two friends from the Hitler-speech rides—events denied by Kruger—have now renounced this common racist past and have tried to hold Kruger accountable for his actions. Robert Williams contacted attorney Alan Graf—working on the suit against the City at the time—and first told the lawyer about Kruger's fascination with Nazism. The other person from those rides with Kruger, Bob Seaver, has stated that he attended the Portland civil trial brought against Tom and John Metzger of White Aryan Resistance following the 1988 beating death of Ethiopian immigrant Mulugeta Seraw by white supremacists, Seaver initially having sympathy for the neo-Nazi leaders facing this civil suit. Seaver is now the person who made the 2009 IPRD complaint regarding Kruger, partially responsible for the "discredit and disgrace" finding.

Despite the first round of revelations regarding Mark Kruger—which came to light in 2003 and early the following year as information from Williams, Seaver and the ongoing civil suit against the City was reported—Kruger was promoted to the rank of Lieutenant in 2004. The City settled its civil suit involving Kruger within the year, paying out \$300,000 plus attorney fees and costs.

When, in the middle of 2009, Kruger was once again promoted within the Portland Police Bureau, and became a Captain at Central Precinct, a new round of controversy began. (Kruger was transferred to East Precinct approximately a year later.) Following the promotion, Bob Seaver created a Youtube video about Kruger, which was pulled from the site following Kruger's

complaints. Seaver then complained to the Independent Police Review Division. The story was covered by James Pitkin of the *Willamette Week* (the same journalist who wrote a lengthy, misleading, and unethical piece about our organization.) Rosie Sizer, at the time the Police Chief, circulated an email to the entire Portland Police Bureau stating her full support for Kruger following this media attention.

In her October 8, 2010 story about the new Police Review criticism of Kruger, *The Oregonian's* Maxine Bernstein broke the news that not only was Kruger

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finally being criticized, but also that the City Attorney's Office had been holding Kruger's memorial plaques since the issue of their existence was first raised in the civil suit against the City. Kruger had visited the site where he had installed them, and then handed them over to the City Attorney's Office, who then failed to disclose them despite a discovery request for items pertaining to the case during litigation.

Kruger's Military Heroes

Bernstein's article provides the names of two of the five Nazi soldiers memorialized by Kruger—Michael Wittman and Harald von Hirschfeld. Wittman was a Captain in the Waffen SS, which officially remained under the NSDAP (Nazi Party) rather than the German armed forces during WWII (although operational command existed.) The Waffen-SS was condemned as a criminal organization during the Nuremberg trials, due to its extensive participation in war crimes.

Von Hirschfeld was a Wehrmacht leader who was killed in battle in early 1945, and thus never stood trial for war crimes. Von Hirschfeld commanded the German troops who massacred thousands of Italian troops on the island of Cephalonia off Greece, following the Italian armistice of September 1943.

Kruger has time and again insisted that he is merely a "history geek" who is not actually sympathetic to Nazism. Any "history geek" would know the history of the Waffen-SS, as well as Von Hirschfeld's involvement in a war crime massacre of prisoners. There is no logical explanation for Mark Kruger's actions, other than that he admires, lionizes, and honors murderers.

Police, Fascism, and Antifascism

Rose City Antifascists have for a long time refrained from commenting on the Kruger situation. Until recently, there have been no substantive new allegations around Kruger's Nazi sympathies, and recycling old news seemed redundant. With the new information regarding the City Attorney's Office holding on to

Kruger's memorial plaques, the situation has changed. While we still do not have documentation of any current involvement by Kruger with Portland's neo-Nazi formations, we feel that the new information calls for a response. We also hope to use this opportunity to clarify our position regarding the police and law enforcement.

The investigation of Kruger involved belated efforts from both an establishment political figure—Commissioner Saltzman, who also oversaw the Police Bureau until a May 2010 power shuffle—as well as from within the Portland Police Bureau itself via the Internal Affairs investigation. We do not believe that the Portland Police Bureau or the City of Portland in general is Nazi or fascist. The Police Review statement castigating Captain Mark Kruger is, however, the exception rather than the rule. The release of such a statement ultimately speaks to political pressures within both the City bureaucracy and the Police

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Bureau. Saltzman's demand for an investigation, for example, took place while he was engrossed in the long-running aftermath of James Chasse's 2006 death in Police custody. (Chasse, a schizophrenic man, had been beaten and Tasered multiple times by the cops, leading to his death. Mayor Sam Adams replaced Rosie Sizer with Mike Reese as Police Chief the day after the City settled the Chasse family's lawsuit for \$1.6 million, and Saltzman had his role overseeing the Police Bureau removed, although these changes were nominally about other issues.) Some minimal efforts are occasionally made to limit the damage of the most blatant police conduct, not simply to avoid lawsuits, but to avoid a situation where confidence in the police is further undermined and policing itself becomes increasingly difficult.

We believe that Kruger's history while wearing a police badge—such as his animus and violence towards protesters—is more representative of policing in general, than is Kruger's activity in a Nazi uniform. Kruger's Nazi-sympathizing actions have finally been criticized, because there is a belated effort to set them apart from the police force as a whole. What interests our group is the length of time for which all of Portland's institutional forces closed ranks in defense of Kruger (over half a decade before dissent was heard), Kruger's defense by various Police Chiefs after allegations surfaced, the City Attorney's Office hiding of Kruger's memorial plaques, and Kruger's promotion up the Police Bureau ranks while his past and proclivities were well-known. While we are interested in seeing how this situation develops, we are not holding our breath for Kruger to face meaningful consequences for his actions. The Portland Police Association—the cop union—has held up former Police Chief Sizer's 2009 defense of Mark Kruger as “the type of response we should get from the Chief” whenever poor behavior by the cops is alleged.

Kruger has history of praise and loyalty from other cops, not because all cops are Nazis, but because a Nazi-sympathizer is perfectly capable of being a good cop.

Policing in general is not an impartial practice, but a method of social control, and this control runs along class and racial lines as well as gender, sexual identity, and so forth. While policing is often rationalized as “keeping people safe,” brutality, abuse and even killings are not aberrant, but are structurally part of the system of policing. Not everyone is protected by the police; in the final analysis, the cops tend towards protecting the status quo. Those on the other side of the American Dream experience policing differently. Modern policing in America traces back to—amongst other influences—the slave patrol system, and has changed as racial and class power have shifted and reconstructed themselves. Of particular note is the boom in mass incarceration—disproportionately affecting people of color and the poor—which followed from political attempts to roll back the gains of the 1960s, especially all that flowered from the Civil Rights movement. Policing and incarceration are at present intimately linked.

white American discourse around race looks rather different now than it did 50, 100, or 150 years ago—and the symbolic value of a Black president should not be overlooked in terms of how race appears—racism still very clearly exists, not merely as the bad ideas of a small number of bigots, but as a political force and embedded within our institutions. We believe that Kruger's presence in the police force is easily explained: for those dazzled with authority, crisp uniforms, and hierarchical violence, the police department is a pretty good place to get a job with advancement opportunities.

The state, however, also has its own brand of anti-extremism, albeit one that in the Kruger situation has been quite late in surfacing. The current situation also appears to be inspiring talk and then second thoughts within the state-friendly Coalition Against Hate Crimes, a group that “connects local, state and federal law enforcement agencies with civil rights groups in Oregon to work to prevent bias crimes and properly respond to hate activity and criminality.” CAHC issued a statement surrounding the most recent revelations surrounding Mark Kruger, which was then pulled from their website and Facebook page days later.

Government anti-extremism has several motivations. One of the clearest is the simple preservation of business-as-usual. As much as America's current identity as a multiracial democracy is uncertain and contested by its opponents—and as much as racism may be embedded in our society—some displays of white supremacy still go too far. Relationships between ideologically white supremacist and ultra-Right groups, and the American establishment, are also not what they used to be. Since the Civil Rights movement, those whose politics

are fundamentally based on white supremacy have felt themselves to be part of an increasingly dispossessed white population. (While we disagree with the analysis, the ideology is motivating for those who uphold it.) White supremacist and fascist groups have an independent character—at some points trying to make their politics more mainstream and politically influential through appeals to ideas that already exist within the body politic, at other times taking insurgent stances including those of organized guerilla warfare. The state genuinely does not like events such as the Oklahoma City bombing; it will repress those who engage in such activity, and it will monitor movements which could birth similar outrages. Yet state anti-extremism, when directed at the far-Right, can only go so far. The neo-Nazis currently engaged in vigilante border activities in Arizona may be monitored, but they also have also obtained a certain amount of political space for their activity, because they are linked to racist forces allowed within government and mainstream political discourse.

A comparable situation exists with Kruger. He has been protected for so long, because he is an effective cop, and to challenge him is to therefore place aspects of policing into question. As autonomous antifascists, we believe that Kruger's actions should not be looked at in isolation, and that his continued relationship with the police force links to a police culture of racism, even if certain institutional forces now criticize him. White supremacist, fascist and neo-Nazi movements do not appear from out of nowhere, but are born from ideology and political practice within our culture as a whole. Our recognition of

this reality places us firmly on the side of those who resist mainstream and institutional racism—including the strongly disproportionate number of people of color targeted and killed by police—even while we treat fascist movements as autonomous political actors. Our analysis and actions stem from a desire to overcome the deeply engrained divisions and structural oppressions within dominant culture. We understand that there are others who want a more authoritarian, elitist, racist, and gendered society than we currently have—including the fascist movements that we focus on opposing. As for Mark Kruger, he can go to hell, along with all his cronies.

-Rose City Antifascists, November 13, 2010

(This statement can also be viewed on [Scribd](#) or downloaded as a [.pdf](#) from our site.)

Update November 18, 2010: our statement about discipline brought against Kruger is [here](#).

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Comments

Rose City Antifa

11/13/2010 1:31pm

For the reference of our readers, below is the statement from Portland's Coalition Against Hate Crimes—reflecting a significantly different approach to antifascism than our own—which has now been removed from the CAHC's website and Facebook page:

“CAHC Statement on Mark Kruger Matter

“October 21, 2010 The Coalition Against Hate Crimes was formed in Oregon in 1997 after the tragic Oklahoma City Bombing. The Coalition connects local, state and federal law enforcement agencies with civil rights groups in Oregon to work to prevent bias crimes and properly respond to hate activity and criminality. The CAHC has been troubled by recent reports of the activity of a Portland police officer, Captain Mark Kruger. According to reports in the Oregonian, the Portland Police Review Board found that Kruger had erected a memorial to five German Nazi soldiers in a public Portland park. An Internal Affairs investigator found that the City Attorney had withheld the evidence of these plaques for at least six years.

“The CAHC has worked tirelessly to build strong relationships between the community and law enforcement. The Portland Police Bureau has been an active part of the Coalition since its formation in 1997. Portland has a dedicated Bias Crime Detective, a role that has been crucial in reducing the influence of hate groups, including neo-Nazis, in our city.

"That the Portland Police Bureau would employ and acknowledge an officer that is, at the least, a Nazi sympathizer, is inconsistent with its commitment to fight hate crimes and the Bureau's "Human Goals" mission, which state: "The Portland Police Bureau, which exists to protect and serve the community, must always be guided by the principle that the individual has infinite dignity and worth." The Coalition Against Hate Crimes calls on Attorney General John Kroger to investigate this matter and whether or not the Portland city attorney violated state civil rights statutes by preventing a full investigation into the Kruger matter."

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Fluoride is a toxic substance known to inhibit hundreds of enzymes including those that generate ATP to power the cell. Fluoride also affects the iodine transport system and thyroid hormone activation. The recent (2006) National Research Council report on the toxicology of fluoride in drinking water admits it is an "endocrine disruptor".

Fluoride is greatly increased in the modern diet, added to drinking water in nearly every North American large city, and is a large component of air pollution, entering the blood through the lungs. Most North Americans have excessive intake. Up to 80% of intake is retained in the body, accumulating in skeletal tissue from conception. Fluoride is not metabolized and is not a nutrient, but does increase the need for other nutrients, notably calcium, iodine, selenium, C, E and possibly D.

Vitamin D3 is an essential nutrient substance and cell function regulator, made in the skin from exposure to UVB radiation from the sun (or tanning lights) and naturally present in some animal and sea foods. There is emerging consensus among researchers that humans need a blood level of 80-100 nmol/L from conception to old age for optimal growth and health including basic protection from infection, autoimmune disease and cancer.

Most of the world's people, all ages, now living indoors and eating processed foods, are deficient. It is theorized that some incidence of some cancers, including breast cancer, could be reduced by up to half with optimization of blood D levels in the general population. However, researchers admit that a fixed supplement dosage does not reliably produce a corresponding optimal level of 25OHD in the blood. Some research points to low thyroid function in cases of stubborn D deficiency. Accuracy of blood tests for 25OHD has also been a problem.

The role of fluoride as an antagonist to reaching optimal D in the blood has never been examined.

Does our increased fluoride intake from food, water and environmental pollution play a role in suppressing vitamin D formation in skin, from food, synthesis and conversion in liver and kidney tissues, and activation in cells? Does it compete with 25OHD to limit vitamin D receptor formation, or affect metabolic degradation of calcitriol (the active hormone-like form of D) leading to a shortage or delay? Is fluoride's well-known thyroid-suppressive effect part of the D-deficiency picture? Does increased fluoride intake cause dose-related relative deficiency of cancer-protective vitamin D as it does with iodine, selenium and antioxidants like C and E?

Could this effect account for part of the increase in cancer incidence and mortality reported in epidemiological and animal studies on artificially fluoridated drinking water?

Research throughout the twentieth century found that clinical Vitamin D deficiency disease of the bones can be caused by increased fluoride intake: <http://www.fluoridealert.org/health/bone/fluorosis/rickets.html>

Increased fluoride intake also produced deficiency of the active vitamin D metabolites (25OHD and 1,25OHD) normally produced by the liver and kidney.

Canadian research correlated higher vitamin D blood levels (25OHD above 100 nmol/L) with better survival odds after breast cancer diagnosis, as well as cancer that is less aggressive. This has given new hope that low-cost dietary supplements, D-enriched foods and sunshine can aid in cancer prevention and improve survival after diagnosis and treatment.

British researchers found that breast cancer cells are able to protect themselves against vitamin D's cancer-fighting chemistry by inhibiting enzymes that activate it from 25OHD (calcidiol) into 1,25OHD (calcitriol) at the cell margins. This effect was most pronounced when levels of 25OHD outside the cell were low. The British researchers concluded that higher levels of 25OHD outside the cell are needed in order to overcome the cancer cell's defense. When the cancer cell is faced with ample calcidiol, the formation of more vitamin D receptors and activation of more calcitriol tends to promote apoptosis and slow or even stop tumor growth.

If vitamin D is as important in fighting breast cancer as it appears to be, and cancer cells have defenses against it, we should know if there are environmental or dietary factors such as increased fluoride intake that

with D2 which may be found in small amounts in multivitamins.

inhibit optimal D formation and activation, directly or indirectly.

Normal thyroid function is essential for normal D metabolism. Iodine and selenium are required for normal thyroid function. According to the National Research Council 2006 report, chronic hypothyroidism is reliably induced with fluoride dosage from 0.01 mg/kg/day (exceeded with consumption of fluoridated drinking water) when iodine or selenium is deficient. Selenium deficiency can also cause hypothyroidism, and selenium deficiency is known to increase risk of cancer incidence and death. The body's major detoxification pathways that protect against cancer require selenium. Fluoride-induced thyroid suppression may be one aspect of D deficiency despite supplementation, and may be related to this fluoride-induced iodine and selenium deficiency.

Lastly, Vitamin D deficiency is one aspect of hypothyroidism and autoimmune thyroid disease, which increase risk of both breast and thyroid cancers. Supplementation with D can be therapeutic for both hypothyroidism and autoimmune thyroid disease.

Reducing fluoride intake should therefore be considered as part of the clinical strategy for prevention and treatment of breast cancer and thyroid disease, and for optimization of vitamin D levels in the blood as well as optimization of iodine and selenium intake.

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BACKGROUND: Local synthesis of 1alpha,25(OH)D3 in breast tissue may contribute to maintenance of normal cell function and could be impaired with low circulating levels of the precursor 25hydroxyvitamin D. The aims of this study were to: i) assess the association between breast cancer risk and plasma 25OHD3 concentration and ii) define the significance of expression of the 25OHD activating enzyme CYP27b1 in non-malignant and malignant models of breast epithelial cells. MATERIALS AND METHODS: Breast cancer patients and control women were recruited and their 25OHD levels measured by enzyme-linked immunosorbent assay (ELISA). MRNA expression of CYP271b and the 1,25(OH)2D3 inactivating enzyme CYP24 were measured in breast cancer cell lines by RT-PCR and correlated with immunoblotting approaches to the translated proteins. RESULTS: For women with 25OHD < 50 nM the odds ratio for breast cancer compared with women with 25OHD > 50 nM was 3.54 (CI 1.89-6.61, p < 0.001). CYP271b and CYP24 were detected in non-malignant and malignant cell models. Protein levels of 24OHase but not 1alphaOHase were decreased at confluence in the cell lines. CONCLUSION: Impaired local generation of 1,25OHD3 may contribute to the development of breast cancer.

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These statements have not been evaluated by the U.S. Food & Drug Administration. The supplements discussed are not intended to diagnose, treat, cure, or prevent any disease.

This website is intended as information only. The editors of this site are not medically-trained. Please consult your licensed health care practitioner before implementing any health strategy. The information provided on this site is designed to support, not replace, the relationship that exists between a patient/site visitor and his/her existing physician. This site accepts no advertising. Contents of this site copyrighted 2004-2013 by Breast Cancer Choices, Inc., a 501 (c) (3) Nonprofit Organization.

announcements only. Your information will not be shared or sold to anyone.



Equal Employment Opportunity

Zero Tolerance of Harassment and Discrimination at CIA

Message from the Director: Zero Tolerance for Harassment and Discrimination

At the Central Intelligence Agency, every employee should be treated with dignity and respect and afforded a work environment free of harassment in any form. The CIA has zero tolerance for harassment or discrimination on the basis of race, religion, color, sex (including gender identity and pregnancy), national origin, age, physical or mental disability, genetic information, sexual orientation, status as a parent, retaliation for previous EEO activity, or any other factor unrelated to merit.

I am personally committed to enforcing this policy, which ultimately depends on every Agency officer upholding the highest standards of professionalism. Indeed, we must work together to maintain an atmosphere in which words or actions that could harm a colleague and undermine his or her career are completely unacceptable. We cannot allow harassment or discrimination to diminish any officer's contributions to our mission.

The Agency's Office of Equal Employment Opportunity provides oversight and guidance for the harassment and discrimination complaint process. Any employee who is the target of harassment or discrimination—or who witnesses such behavior—should contact his or her supervisor or an EEO representative immediately. The supervisor is responsible for protecting the integrity of the complaints process by addressing issues promptly, and by shielding those involved from acts of reprisal.

I will hold managers at every level accountable for maintaining these standards. I also expect every officer to live our values: implicit trust and support for our brother and sister officers, mutual respect for each other's beliefs and backgrounds, and unity of purpose and effort. These principles are essential to our success as an Agency, and I appreciate all that you do to live and promote them.

David H. Petraeus

Director

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Eng

3-6-13

PORTLAND CITY COUNCIL
COMMUNICATION REQUEST
Wednesday Council Meeting 9:30 AM

Council Meeting Date: March 6 2013

Today's Date 2-6-13

AUDITOR 02/06/13 AM 9:11

Name MARY ENG

Address _____

Telephone 503 577 0963 Email maryeng1

Reason for the request: The Florida Breast Cancer
Connection and Nazis and Sexual
Harassers in the Portland
Police

MARY ENG
(signed)

- Give your request to the Council Clerk's office by Thursday at 5:00 pm to sign up for the following Wednesday Meeting. Holiday deadline schedule is Wednesday at 5:00 pm. (See contact information below.)
- You will be placed on the Wednesday Agenda as a "Communication." Communications are the first item on the Agenda and are taken promptly at 9:30 a.m. A total of five Communications may be scheduled. Individuals must schedule their own Communication.
- You will have 3 minutes to speak and may also submit written testimony before or at the meeting.

Thank you for being an active participant in your City government.

Contact Information:

Karla Moore-Love, City Council Clerk
1221 SW 4th Ave, Room 140
Portland, OR 97204-1900
(503) 823-4086 Fax (503) 823-4571

email: Karla.Moore-Love@portlandoregon.gov

Sue Parsons, Council Clerk Assistant
1221 SW 4th Ave., Room 140
Portland, OR 97204-1900
(503) 823-4085 Fax (503) 823-4571

email: Susan.Parsons@portlandoregon.gov

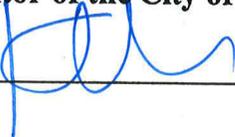
Request of Mary Eng to address Council regarding the fluoride breast cancer connection and Nazis and sexual harassers in the Portland Police (Communication)

MAR 06 2013

PLACED ON FILE

Filed MAR 01 2013

LaVonne Griffin-Valade
Auditor of the City of Portland

By  _____

COMMISSIONERS VOTED AS FOLLOWS:		
	YEAS	NAYS
1. Fritz		
2. Fish		
3. Saltzman		
4. Novick		
Hales		