

# HARASSMENT

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relationship, and the second was that "I needed to trust him, and everything that we do and talk about tonight is just between us."

Scarborough grabbed Chiappisi's hand and told her to trust him as they walked from his car to the theater, she said. Chiappisi said she believed he wanted her to see how other people looked at an "interracial couple."

Inside the theater, Chiappisi said Scarborough told her he carried a gun wherever he went and that he had a concealed weapons permit.

During the film, Scarborough placed his hand on her thigh at least once, she said. Chiappisi said she was frightened by this, but was intimidated by his admission that he carried a gun.

After the movie, Chiappisi said they stopped at a "7-Eleven-type" gas station and proceeded to relate the movie to the African-American experience.

After about 20 minutes, Chiappisi said she told Scarborough it was getting late and her boyfriend was waiting up for her.

Scarborough then told her he wanted to go park somewhere and experience what he wanted her to know about African-American men, Chiappisi said.

Parking on Villard Street, she said Scarborough told her he had rented a local hotel room for the following Friday night "to view some African-American films."

Scarborough then grabbed Chiappisi's hand and placed it on his face and hair,

saying he "wanted me to feel what it felt like to be a black man," she said. Chiappisi said she told Scarborough she was uncomfortable with this and asked to be taken home.

Chiappisi said Scarborough proceeded to ask her explicit questions about her sexual life.

When Chiappisi got out of the car at her apartment, she said Scarborough told her he loved and cared about her.

Chiappisi said she was in "shock" for two days after that evening, after which she told her boyfriend what had happened. He told Chiappisi she should tell her supervisor.

"I told George Faithful, who wasn't my supervisor at the time, but I had known him the longest," Chiappisi said. "He told me if I told Carey (Drayton), Otis would get fired. He made me feel like it was my fault."

OPS supervisor George Faithful denied saying this.

"I told her her options and told her to talk to Drayton," Faithful said. "She was highly distraught at the time."

The following Friday, Chiappisi told Scarborough she was feeling ill, and they



Otis Scarborough

didn't go out together. Shortly after, she was moved to the night-time shift and didn't have any contact with Scarborough. Chiappisi said she suspects her shifts were changed because of the incident with Scarborough, but said she isn't certain.

One evening in mid-June after her shift, Chiappisi received an escort ride home from a woman OPS security officer who made a comment about Scarborough being sexist.

The woman officer, a former full-time OPS employee, requested anonymity but agreed to sign a limited waiver of confidentiality in the event of litigation. All of the unnamed sources in this report signed similar affidavits.

The woman officer said she told Chiappisi about two alleged incidents that happened last April with Scarborough.

The first incident, the full-time officer said, occurred when he ran his finger across her breast as she tightened her bullet-proof vest before her shift.

The second incident, she said, occurred when Scarborough came into the women's locker room after apparently overhearing a conversation the officer was having about her ex-husband.

The officer said Scarborough came into the locker room and said, "I didn't know you were married." She said he then followed her out to her car, leaned in the window and said, "If I knew you'd been married, I would've asked you out a long time ago." She believed Scarborough had previously assumed she was a lesbian, she said.

"You don't have to have had a women's studies course to know sexual harassment," the officer said. "It comes from the gut, and you have to trust that feeling."

The officer quit her job shortly after because "it was not a professional enough place for me to work, and it was making me very unhappy," she said.

**'Carey (Drayton) didn't move as quickly as he should have. I felt he didn't care about what Otis did.'**

— Jean Chiappisi,  
filed harassment complaint

After the officer told her her stories, Chiappisi said she told the officer about her incident with Scarborough.

The officer convinced Chiappisi to tell Drayton and said she would accompany her.

"That was the first week I'd found out he (sexually harassed) someone else," Chiappisi said. "Then the rest of the week I started talking with other women in the office, and that's when I found out about another student officer he had sexually harassed."

Other allegations of sexual harassment have surfaced regarding another full-time OPS employee, not Scarborough, who allegedly harassed a student employee and a full-time employee.

The two women, who requested anonymity because they still work at OPS, said gift-giving, repeatedly calling one of them at home and unwanted attention given to them by this supervisor were the basis of their different experiences.

The student, who claims she was harassed last June by the full-time employee, said she told Drayton the various ways the supervisor harassed her. Drayton said he conducted his own internal investigation and later found the employee to be in violation of his definition of "inappropriate behavior."

"I did as much as I could; this had to do a lot with inappropriate behavior and not necessarily sexual harassment," Drayton said. "I felt the measures that I took were very strong measures. The individual had some written reprimands placed in his permanent file, dramatic shift changes, plus he had to seek employee assistance for dealing with some issues."

The student officer who said she was harassed by this employee last June, said if she were to do it over again, she wouldn't file a complaint with Drayton because of the animosity within the office that began as a result. She said a lot of the OPS officers still won't talk to her because they told her she hadn't been sexually harassed and that the individual was just being nice.

"If I had to do it again, I wouldn't — I'd quit first," she said. "It's just not worth it." She also said going through the affirmative action office wasn't worth it because "look what happened with Jean (Chiappisi) — Otis is still around."

The full-time employee, who also said she was harassed by this same individual, said she spoke to Drayton about it, but didn't request an investigation. She said this person didn't bother her again.

The student officer who told Chiappisi she was sexually harassed by Scarborough last January also requested anonymity because she still works at OPS.

She told Chiappisi that after weeks of him asking her out and calling her, she finally gave in and agreed only to have lunch with Scarborough.

"I think Otis took (the student officer's) niceness for granted," said sophomore Julie Regimbal, the student officer's roommate at the time. "He'd call a lot and leave messages on the machine — he didn't take the hint."

The student officer said she and Scarborough went to a local restaurant, he showered her with compliments, told her he wanted to date her as much as possible and also told her he lived with a woman, but they each could bring anyone home.

The student officer said Scarborough pressed the idea of renting movies and buying wine to take to his house. She said she lied, telling him she had a boyfriend and had to go home. She didn't talk with Scarborough again after that.

This same student officer said Chiappisi's complaint against Scarborough was well known in the office, and, because of that, the male student officers stopped talking to the female student officers, saying the women would file sexual harassment claims against them.

The student officer who claims she was harassed by Scarborough last January said the animosity continues today, and she chooses to walk her night shift alone because she doesn't want to deal with the other male student officers.

After seriously considering quitting her job last October because the OPS environment "got so bad," the student officer said she asked ASUO Safety Affairs Coordinator Caitlin Twain to go to the Office of Affirmative Action with her last October.

"(The student officer) told me things had been going on in the OPS, and I've definitely been an advocate for women's issues," Twain said. "We went together and some of the things felt uncomfortable, but they were supportive of her."

"I want to see women get excited about working in offices like OPS, where it's typically male-dominated," Twain said. "As far as I'm concerned, we need a lot more women officers in that office."

Shortly after these women told Chiappisi they had been sexually harassed also, Chiappisi, the full-time officer and the student officer talked to Drayton together about their individual experiences.

"In the meeting, Carey (Drayton) said, 'Otis has always harassed student officers, but you're the first to come forward who's willing to put her name on a complaint,'" Chiappisi said. The two other women at the meeting confirmed Drayton's statement.

Drayton denied saying "harassed" and said he told the women he was aware of situations in which Scarborough had acted "inappropriately" in the past.

"There's a difference between inappropriate behavior and sexual harassment by the legal definitions of those words," Drayton said. "As an employer, I get to define what inappropriateness is for my agency. As an employer, I don't get to define what sexual harassment is. That's

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JUST A REMINDER  
LAST ORIENTATION MEETING

**NATIONAL STUDENT EXCHANGE PROGRAM**

THURSDAY, JANUARY 28TH  
EMU, BEN LINDER ROOM  
4:00 PM

VISIT ACADEMIC ADVISING OR CALL SANDRA OR JOE  
AT 346-3211  
REGARDING ANY QUESTIONS YOU MAY HAVE

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