

# Charge: Ferguson argues she suffered lost wages, emotional distress

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Management and Training Corp., a Centerville, Utah-based operator of federal Jobs Corps centers, declined to comment on Ferguson's allegations. "Out of respect for our current and former employees, we don't comment on confidential employment matters," Celeste McDonald, a spokeswoman for the corporation, wrote in an email.

## Discrimination allegations

Ferguson, who started work at Tongue Point in April 2014, alleges she was subjected to numerous examples of sexual or gender hostile acts. "One co-worker was known to inform students that 'women are bad luck at sea,'" she claims in her complaint. "In mid-November 2014, another co-worker made a crude sexual comment to me, and was known to sexually harass

other female employees by requesting sexual favors and groping them."

Ferguson's complaint alleges that management did not communicate with female employees in a meaningful way or deal with sexual and gender hostility, despite being aware of its presence in the workplace.

She contends she was forced in June 2014 to pass a student who had clearly failed a course she had taught. "I objected to doing so vehem-

ently, but was told to do so nonetheless or that I would be fired from my position," read her complaint. "I believe that (management) was concerned that I might take this example and others to the authorities."

Ferguson claims she was pushed to return to work early after her knee replacement surgery and forced to work her full job without accommodations for her injury. She was dismissed about a week after returning.

Ferguson argues she has suffered lost wages and benefits and emotional distress. She has retained employment lawyer Eric Fjelstad of Portland, although no lawsuit has been filed.

## Broader concerns

Ferguson said other current and former employees at Tongue Point are coming forward with similar complaints about management. But Burr said Ferguson's is the only civil rights complaint the Oregon

Bureau of Labor and Industries has received against the corporation in the past three years.

Ferguson has also been receiving letters and emails of support from several former students decrying her termination.

An email written by an associate of Ferguson's and shared with The Daily Astorian details continued discrimination, safety and other issues for students and employees at Tongue Point.

# Johnston: Tyler's brother is a volunteer firefighter with the Astoria Fire Department

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He has talked with his son about how he will not like everything about the academy, but it is a necessary requirement for police agencies. His son is taking the academy with Portland Police officers, an elected sheriff and other deputies.

"It's a time to arm yourself for your future," Brad Johnston said.

Tyler Johnston applied for the Warrenton Police position about two years ago while he

was still at Western Oregon University, studying criminal justice and public policy and administration.

He never considered law enforcement a career until his sophomore year of college. He originally wanted to become an elementary school teacher.

"I don't know what happened. I heard law enforcement call my name. I started down that path and haven't looked back," Tyler Johnston said.

When he heard his son wanted to pursue law enforcement,

Brad Johnston said, he was both surprised and proud. Having his son working in the neighboring community offers another jolt of shock and pride.

"There are both good and bad things about that," Brad Johnston said. "Sometimes I think I would like to not hear him make his mistakes, and sometimes it's cool to hear him on the radio out there applying his trade."

After graduating from the academy in October, Tyler Johnston will still have more field

training. The training is not considered complete until there is a mastery in the skills, he said, so there is no timeline as to when he will be patrolling Warrenton on his own.

Warrenton Police Chief Matt Workman hired Tyler Johnston and another new officer, Justin Silence, who previously worked as a reserve officer in Jefferson County.

Workman said he was impressed with both after they completed an oral board interview in front of two community

members, two business owners and two law enforcement officers.

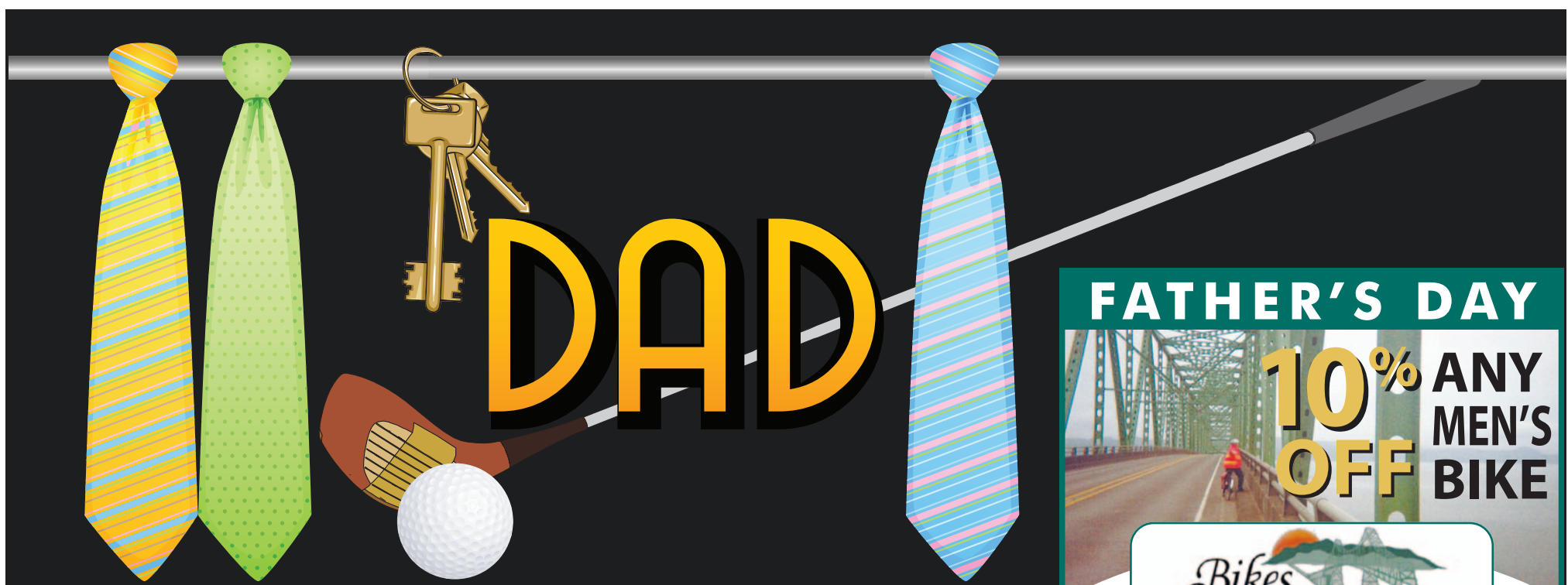
The fact that Tyler Johnston comes from a law enforcement family played no role in the hiring process, Workman said. In fact, some on the oral board panel did not know who Brad Johnston is.

"(Tyler) was on the same level as everybody else. He tested well and passed the physical agility and had a good interview," Workman said. "He earned it all on his own merits."

Tyler Johnston is not the only son in the family in a public safety position. His brother, Spencer Johnston, is a volunteer firefighter with the Astoria Fire Department.

Brad Johnston finds it funny because his brother, Mike Johnston, is a lieutenant for the Lynwood, Wash., Fire Department, so the Johnston family has two generations of brothers who are police officers and firefighters.

"It does set huge footsteps to fill, but also a great path to follow," Tyler Johnston said.



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