

# Resolutions: Exercise can fall by the wayside without preparation

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different things until they find out what they like, which they will be more likely to stick with.

"Planning ahead is a good idea too," she said. "Pack your workout bag the night before; write your workout on your schedule."

Orien Fiander, chief operating officer of Club 24, said a key metric for workout success is if people hit the gym eight times in their first month as a member. That seems to be the "magic number" that indicates the person will likely follow through on their intent to exercise more.

The important thing when starting or increasing exercise is to focus on the long-term, he said. Once people decide to start exercising they often push themselves too hard while trying to achieve immediate changes.

"A lot of times we'll see failures because people say 'I've decided to work out' and then they overdo it and

they're uncomfortable," he said.

Another barrier can be intimidation. Fiander said Club 24 offers orientations, but people who join gyms often feel intimidated by learning how to use the equipment and end up just sticking to a treadmill or elliptical, which might not offer the full fitness benefits they're looking for.

Fiander said if people want to give themselves the best chance of success, studies have shown that people who exercise in the morning are significantly more likely to stick with their routine than people who fit it in at night.

Dan Logman of Pendleton found success last year implementing an exercise goal, and since April 19 he has only missed nine days of working out at the gym.

"I set a goal to do 300 workouts in a year, and I'm going to completely destroy that goal," he said.

For Logman, a series of health decisions have all



Staff photo by E.J. Harris  
**Instructor Tom Bailor teaches a tai chi class on Thursday at the Roundup Athletic Club in Pendleton.**

built on each other, each one making it easier for him to meet his next goal. Quitting alcohol, for example — he's now 42 months sober — helped him be less sluggish and freed up time for healthier pursuits. And he

made his 300-day goal on April 19 because that's when he started using a BiPap machine to help him sleep soundly through the night.

"My energy levels changed completely," he said.

Logman said his motto when it comes to setting exercise goals is "no excuses," and that attitude has paid off. His doctor just told him his results from recent blood work, including blood pressure and cho-

lesterol, have all improved significantly.

"I'm as healthy as I've ever been at 47," he said. "I think I'm healthier now than when I was in my 20s."

He said that New Year's resolutions tend not to work as well for people because they're temporary situations, while what is really needed is a lifestyle change.

Cindee Henderson of Higher Power Fitness in Hermiston also feels that setting New Year's resolutions isn't the best way to create lasting change. At Higher Power Fitness they try to help people move away from rigid thinking — "I have to weigh this much" or "I can't ever eat this" — and instead focus on moderation and improvement.

"The whole goal of fitness is to live your life and do the things you want to do with ease," she said.

She said they also try to help people have fun with exercise — something that can help it feel less like a chore.

# Symphony: Composer celebrates Malheur Wildlife Refuge

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Gesme suggested composer Chris Thomas for the job.

Thomas, a Pendleton native who now lives in Bend, composes and orchestrates for television and movies. Thomas, 36, was nominated for Best Orchestrator by the Film and TV Music Academy in 2007 and Best Film & TV Music at the eWorld Music Awards in Hollywood in 2011. Bowerman met with Thomas and bonded immediately over the project.

"Chris jumped in with both feet," Bowerman said.

Thomas and the Bowermans toured the refuge with members of the Friends of Malheur Wildlife Refuge. While Bowerman had spent plenty of time there, Thomas got his first look. Like Bowerman, he was blown away by the wildlife, the big sky and the color and texture of the hills.

"Between April and June, there's a cacophony of bird sounds that washes over you," Bowerman said. "It's like the way the waves make a continuous sound."

Thomas recorded some of those calls to insert into the symphony along with other sounds collected from the refuge. The soundtrack would join images meant to complement the music and make it a more full-body experience. The sound tech person becomes another player in the orchestra. Future orchestras that perform the symphony are expected to use the recordings.

"They are written right into the score," Bowerman said.

Thomas said he did most of his composing walking around in nature. Ideas don't come when he sits down at his computer, but when he walks a trail, they often "hit like lightning." When they strike,

he sings them into his phone's recorder.

"It's important to be by myself," he said, laughing.

In the beginning, the two men envisioned a 12-to-20-minute piece. After speaking with various groups of people who care about the refuge, things expanded. Each of the groups — tribal members, birders, Friends of the Malheur National Wildlife Refuge and geologists — gave different input about what they thought the symphony should say.

Thomas realized he had full symphony on his hands with five different movements. The first is "Dawning Light," the sound of life beginning. The second, "Sacred Basin," tells the story of the thousands of years the Paiute people lived freely in the basin. The third, "Thunder," came after Thomas witnessed a thunderstorm on one of his trips to the refuge. It's

the shortest, darkest movement. The fourth, Thomas' favorite, "Curlew Scherzo," showcases one of the refuge's residents, the long-billed curlew, and its operatic call. The final movement is a big, brass fanfare called "Awakening."

The Central Oregon Symphony will perform the work at a world premiere in Burns in May and later in Bend. Thomas said the orchestra is considering doing a multi-city tour in the Pacific Northwest. He hopes his hometown is one of the destinations.

"It would mean the world to me to go to Pendleton," he said.

Bowerman couldn't be happier with the result.

"My hope is that this music will help with the healing process, including the communities affected as well as the land itself, and remind people about the special place that is the Malheur Refuge," he said. "It is pretty exciting stuff."



Contributed photo  
**Jay and Teresa Bowerman helped launch the Malheur Symphony project.**

# Report: Investigation determines legislative leadership ignored sexual harassment claims

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a fear of retaliation for coming forward, and there is no confidence in the processes in place to protect them."

The report said the conduct amounted to illegal workplace conduct, but proposed no sanctions.

Senate President Peter Courtney and House Speaker Tina Kotek both objected to the report, saying it miscast their efforts to address the harassment.

The report paints an unflattering image of some legislators and a culture where power trumped law when it came to harassment of those working in the Capitol for legislators and their committees.

The detailed allegations will cast a political pall as the 2019 Legislature convenes in less than two weeks, with leaders still in place who Avakian's agency said were responsible for the culture investigators found.

House Republicans on Thursday night said in a statement, "Our hope is that the report would be the genesis for the development of a harassment-free workplace and that meaningful sanctions for future harassment cases can be put into place."

During the interim, the Legislature employs about 350. That doubles during the session, and nearly every class of employee had victims of what the report described as a hostile workplace.

Avakian's staff had to fight its way through the investigation as legislative leaders tried to erect legal roadblocks to information. They relented and produced internal records when ordered to do so by a state court.

Investigators encountered a history of silence by victims.

One legislative employee signed a declaration in November that other workers "have disclosed to me that they have been subjected to sexually harassing conduct at the State Capitol," the report said.

The employee said the others didn't want to speak out "due to fear that doing so will result in harm to their career opportunities."

The report said the evidence "reflects that people reporting issues were told to not speak about their complaints and some were warned about the possibility of defamation or retaliation claims for doing so."

In his statement accompanying the report, Avakian said that "nobody should have to endure harassment at work or in a public place, and if there were ever a place a person should be guaranteed fairness and justice, it is in the Oregon State Capitol."

Hoyle said Thursday afternoon she hadn't read the report and wouldn't comment on how she intended to proceed after taking over the office.

"I feel very strongly there is only one commissioner at a time, and I'm not commissioner until Monday," Hoyle said.

The report recounts in detail the reported sexual harassment by former state Sen. Jeff Kruse chronicled in earlier investigations. The latest report found Kruse, a Republican from Roseburg, was inappropriate toward several women — Sens. Sara Gelser and Elizabeth Steiner Hayward, a lobbyist and two law students working in the Capitol.

Kruse, who resigned earlier this year, could not be immediately reached for

comment on Thursday.

State investigators said they found evidence that Democrats ignored Kruse's behavior because he was a powerful Republican ally.

Steiner Hayward said Thursday that she disagreed with investigators' conclusion that Courtney and Kotek allowed a hostile work environment and should have known about the issues after the complaints in 2016.

"It's not the presiding officers' fault that Kruse couldn't comply and I didn't choose to complain again until November 2017," she said. "I believe they took the situation very seriously."

Courtney said in a statement Thursday that he never knowingly let harassment take place.

"I have taken severe actions beyond my authority to stop it. I will continue to work as hard as I can to create a workplace free of harassment," he said.

Courtney did pull Kruse off legislative committees in October 2017, days after allegations against Kruse became public.

The scandal unfolded in the Capitol as the #MeToo movement took hold across the nation. At the center was Gelser, who finally went public with her complaints against Kruse and touched off a maelstrom at the Capitol. She proved a key witness for state investigators, sharing details about her own harassment and what she had heard about other such conduct.

Thursday, Gelser declined to comment, writing in a text message that she was out of the country and couldn't study the report.

The report found that the Legislature's chief attorney, Dexter Johnson, and Lore Christopher, its human

resources director, advised at least one lawmaker not to go public with a complaint against Kruse.

Gelser asked Steiner Hayward in a November 2017 text message why she was keeping secret her complaint against Kruse, according to the report.

"Not my choice," Steiner Hayward replied. "Dexter and Lore's based on official process."

Christopher didn't return email and voicemail messages seeking comment.

In a message to the Oregon Capital Bureau Thursday, Steiner Hayward said investigators took the text message out of context.

"Johnson and Christopher merely asked me to not to release my statement until the investigation was formally started," Steiner Hayward wrote.

Steiner Hayward said she was not questioned as part of the Labor Bureau's investigation.

"All he has is his and others' interpretations of my situation," she said.

Avakian is a Democrat, and it's rare for a leader to go after others in the same party as aggressively as he has. Avakian has often declined to be interviewed about the complaint. He has been characterized as a lone wolf within the Democratic Party. He ran for secretary of state in 2016 but lost to Dennis Richardson. In 2017, he said he would not seek another term as labor commissioner.

The report found Kruse's conduct was so well known through the Capitol that there was a running joke that he was out smoking a cigarette during the sexual harassment training. Ironically, Kruse was known to smoke inside the building despite prohibitions against doing so.

"The record suggests that respondents, at least initially, took more serious steps to curb former Senator Kruse's smoking than they did to curb his sexual harassment," the report concluded.

The report found that when legislative leaders did act, they often did so in private, treating complaints informally rather than documenting them. A lawyer hired by the Legislature to investigate allegations against Kruse left two student interns believing they weren't entitled to sue the Legislature because they weren't paid employees. While the report found there was no intent to mislead them, it did note that such a response would discourage people from complaining.

The report said leaders should have seen how women like the interns were vulnerable to Kruse's advances, but failed to act "due to an acceptance of unwelcome conduct that is erroneously thought to not rise to the level of sexual harassment."

The report referenced inappropriate hugs by Kruse, and quoted Courtney's chief of staff, Betsy Imholt, saying she wouldn't have complained about such behavior.

The misconduct also extended beyond Kruse, the report said. In 2017, a report surfaced that Rep. Diego Hernandez, D-Portland, had a list ranking lobbyists on attractiveness. Gelser told investigators that after she heard a complaint had been made about that, Christopher told lobbyists it would go nowhere because Hernandez was an up-and-comer who would have a lot of power.

A legislative investigation into the matter in 2017 ended with no one acknowledging such a list existed, the

report said.

The more recent investigation uncovered handwritten notes taken by a human resources employee at the Legislature relating to an incident observed by a person whose name was redacted. That source reportedly witnessed state Rep. Bill Post, R-Keizer, holding a female staff member's chin while out having drinks at a bar and "saying something about her being cute," the report said.

The report said the notes indicated the female staffer shared with a witness text messages from Post while they were at the bar.

"Post mentioned at least 5 times that his wife was out of town," according to the notes quoted in the report.

Post said the allegation an investigation in 2017 "found nothing happened." He said he didn't learn who complained and was told by legislative administrators not to discuss the matter.

Included in the 100,000 pages of materials the Legislature turned over to investigators were handwritten notes from Kotek discussing informal complaints about Rep. David Gomberg, D-Otis, alleging inappropriate touching, telling a young woman to get ready for "birthday spankings" and saying an intern was a stripper.

The report said the notes appear to be from 2013, and indicate Gomberg was told to stop his behavior.

The note went on: "Not helpful for you if you discuss this conversation w/people in this building."

By Aubrey Wieber, Paris Achen and Claire Withycombe of the Oregon Capital Bureau contributed to this story.