The Commonwealth of Massachusetts Commission Against Discrimination One Ashburton Place, Boston, MA 02108 Phone: (617) 994-6000 Fax: (617) 994-6024

MCAD DOCKET NUMBER: 18BEM03037 FILING DATE: 10/22/18	EEOC/HUD CHARGE NUMBER: 16C-2019-00187 VIOLATION DATE: 07/10/18
Name of Aggrieved Person or Organization: Briana Bergstrom G.L. c. 4, § 7(26)(c) Privacy	
G.L. c. 4, § /(26)(c) Privacy	
•	ent agency, or state/local government agency who discriminated
against me:	
City of Quincy Attn: Director of Human Resources	
1305 Hancock Street	
Quincy, MA 02169	
Primary Phone: (781)376-1068	
No. of Employees: 15 - 19	
Work Location: Quincy, MA	
Cause of Discrimination based on: Sex discrimination / Sexual Harassment; Retaliation.	
	vas discriminated against by City of Quincy, on the basis of Sexual .G.L. c. 151B, Section 4, Paragraphs 4, 16A, and Title VII as
See Attached.	
I hereby verify, under the pains and penalties of perjuare true to the best of my knowledge.	ary, that I have read this complaint and the allegations contained herein
	(Signature of Complainant)

CHARGE OF DISCRIMINATION MASSACHUSETTS COMMISSION AGAINST DISCRIMINATION AND EEOC

FEPA NUMBER: 18BEM FILING DATE : October 17, 2018

EEOC NUMBER: 16C-2018- VIOLATION DATE : October 17, 2018

NAME OF AGGRIEVED PERSON OR ORGANIZATION TELEPHONE NUMBERS

Briana Bergstrom HOME G.L.c.4.§7(26)(c) Privacy

G.L. c. 4, § 7(26)(c) Privacy

City of Quincy

RECEIVED

NAME OF THE EMPLOYER, LABOR ORGANIZATION, EMPLOYMENT AGENCY, OR STATE/LOCAL GOVERNMENT AGENCY WHO DISCRIMINATED AGAINST ME:

TELEPHONE NUMBER

1305 Hancock Street (781) 376-1068 Quincy MA 02169 NUMBER OF EMPLOYEES

15+

MCAD BUSTON

OCT 22,2018

CAUSE OF DISCRIMINATION BASED ON:

Sexual Harassment and Retaliation

THE PARTICULARS ARE:

I am an adult female. In June 2015, I was hired by the City of Quincy as a Spray Operator and Laborer in the Cemetery Division of the Park and Forestry Department. Scott Logan was one of my supervisors throughout my employment.

Logan came from the same neighborhood of Quincy as my family and he knew some members of my family. My first day on the job, his first words to me in the workplace were criticism about the way I parked my car. Logan claimed that I parked "wrong" and said I must be a Bergstrom because I don't know how to park. He continued to make hostile and degrading comments and engage in hostile and retaliatory behavior to me throughout my employment. I am the only female working in the Cemetery other than the female administrative staff who work in the office.

Logan said I must be a natural blonde because I am so dumb. He told me I was as dumb as a box of light bulbs. Logan made comments about my weight. He did this in front of other employees. Logan talked about getting oral sex from his girlfriend/wife and about having sex with pregnant women. Logan often told sexually explicit jokes. Logan repeatedly stated that one employee had sex with sheep "back in Ireland." Logan urinated in the cemetery, most often near the greaves of the current Mayor's parents.

Logan had City workers go to his house to work while they were on the clock for the City. Logan took City equipment home and never returned it. Logan complained when employees tried to properly preserve bones and dirt found in the cemetery and instructed me to mix dirt from graves in "clean fill" that was dirt used in projects throughout the City. Logan said many times that "what happens in the cemetery stays in the cemetery." He told me he was connected to City officials and was "untouchable."

Briana Bergstrom v. City of Quincy Page 2

I was interviewed repeatedly about my allegations by City personnel in the Spring and Summer of 2018. Don Martin, the director of my department interviewed me. He started the meeting by stating that he was concerned that Logan was being harassed. He asked me if it was all just joking around. He told me he would investigate but he never did as far as I know. The director of human resources, Patricia McGowen, contacted me. She interviewed me twice. She told me I could either have a meeting with the whole department to address the issues or I could take this to court. She said if I went to court, my chances of winning were very slim. She said no one was backing me up and it would make things uncomfortable at work.

Logan knew what was said in these meetings the same day they took place. He said, "this is why women don't belong in the workplace because they can't keep their mouths shut." He told other employees what I said to Martin and McGowen in the meetings. While I told McGowen that I didn't think a meeting would help, a meeting of the whole department was scheduled with the City's attorney, James Timmins. Timmins told us to "cut the crap" and do our jobs. He asked how I can be insulting HR when they are trying so hard to make it right.

After this meeting, Logan refused to speak to me. He instruct other employees to tell me things he needs me to know. He changed my assignments to the least desirable ones. He took away my spraying duties even though I have a pesticide license and gave them to someone without a license. He turned other employees against me, including new employees I had never met before. I was not allowed to be in certain City vehicles. Another employee filed a complaint against Logan and he was given bad assignments. Logan told other employees that I encouraged him to file a complaint. I did not.

I was then forced to submit to another interrogation by the City's defense lawyers' firm. I again repeated all of the allegations. While some of the sexual and other offensive behavior stopped, the retaliation by Logan and other employees continues. To date, nothing has been done to address the situation effectively and provide me with a safe working environment. I asked for a transfer and was promised one but it never happened.

Logan continues to follow me around the workplace, including to the bathroom and has come in when I am working and he is not. He has stated that he "has a bomb to drop." I am very uncomfortable working with Logan and the other employees he has turned against me.

I believe that, based on the above described events, I have been the victim of sexual harassment and retaliation in violation of G. L. c. 151B and applicable federal law.

Briana Bergstrom v. City of Quincy Page 3

I ALSO WANT THIS CHARGE FILED WITH THE EEOC X.

I WILL ADVISE THE AGENCIES IF I CHANGE MY ADDRESS OR TELEPHONE NUMBER AND I WILL COOPERATE FULLY WITH THEM IN THE PROCEEDING OF MY CHARGE IN ACCORDANCE WITH THEIR PROCEDURES.

I SWEAR OR AFFIRM THAT I HAVE READ THIS COMPLAINT AND THAT IT IS TRUE TO THE BEST OF MY KNOWLEDGE, INFORMATION AND BELIEF.

SWORN TO AND SUBSCRIBED BEFORE ME THIS

4th DAY OF Octobe

MY COMMISSION EXPIRES:

JEANNE M. ALEXANDER **Notary Public** Commonwealth of Massachusette My Commission Expires May 13, 2022