

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

Named is the employer, labor organization, employment 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.

The particulars are:

I, Briana Bergstrom, the Complainant believe that I was discriminated against by City of Quincy, on the basis of Sexual Harassment and Retaliation. This is in violation of M.G.L. c. 151B, Section 4, Paragraphs 4, 16A, and Title VII as amended.

See Attached.

I hereby verify, under the pains and penalties of perjury, that I have read this complaint and the allegations contained herein are true to the best of my knowledge.

(Signature of Complainant)

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.

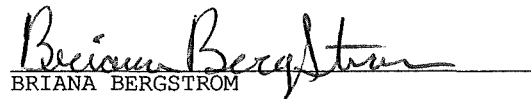
I believe that, based on the above described events, I have been the victim of sexual harassment and retaliation in violation of G. L. c. 151B and applicable federal law.

Briana Bergstrom v. City of Quincy
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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.


BRIANA BERGSTROM

SWORN TO AND SUBSCRIBED BEFORE ME THIS 4th DAY OF October , 2018.


NOTARY PUBLIC
MY COMMISSION EXPIRES:



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