**Army Sworn Statement Example**

Since I have met J, I have felt there isn't an effective working relationship; not necessarily in reference to our occupational rapport, but personal issues he has deflected onto me. Within the time period I've been promoted into the Travel Assistant position, these are the issues I have encountered and endured:

Destruction of personal character

Harassment

Belittled, badgered, and harassed

Racial Discrimination (EEO)

Discrimination of medical disabilities (HIPPA, EEO)

Micro/ over management

Creation of a hostile working environment

Lacking communication

Baiting/ instigation of negative response(s)

Setting me up for failure, intentionally not providing any form of training or resources

Creating stipulations that exceed occupational scope

Unethical work practices in defiance with inspection (I.G)

Fear of reprisal and retaliation

Prior to taking this specific promotion, I was aware that J wasn't fond of me, based on snippety remarks such as white boy and I'm all about that black money, indicating that he was treating me a certain way because of my skin color. There has also been an obvious and noticeable drastic difference in the way J's rapport is with females, primarily African American females vice white males, which will be attested by many other witnesses throughout the Denver MEPS.

Within the first week, I was made aware that J conducted a meeting with two of his operational leads (Mr R and Ms B) for almost two hours and I was the subject matter referenced in this meeting. I felt that this meeting was unwarranted and offensive because it was in reference to creating a list of stipulations regarding my new job position (Based on personal preferences not related to positional job description)- premeditated harassment with the intent of intimidation in creating a hostile work environment.

The following day, I was called into J's office for the most unprofessional meeting I've ever participated in. J was upset that I provided accurate information regarding the DD Form 93 after I had noticed that he gave inaccurate information to our operational section. In retaliation, he made statements such as, Ask anyone in the MEPS about what they think about M and they will say M is lazy, M doesn't do shit, M doesn t do a fucking thing, followed by I WILL micromanage you- you are on a probationary period and if you mess up anything back there, you're fucking done! , (in reference to being fired). As I sat through this highly-offensive meeting of being belittled, he snidely told me in a condescending manner, you were only hired into this position because of your competition- if it were up to me, I would say they should've hired outside of the organization and I don t care about your personal issues or medical reasons for going on FMLA! You need to set that all aside and do your job. That stuff won't be getting in the way! This was the quotation which crossed the line from harassment to discrimination of a disability. I am an 80% Marine Corps Disabled Veteran and these remarks severely offended me because I felt that me being disabled and having to go on FMLA for medical reasons was disregarded and utilized as a tool for punishment by my supervisor.

A meeting on 08/12/2013) became even more hostile. I was told not to speak and he barked at me about what my agenda for the morning was. Once I began to respond to J to give clarification, he ssshhhhed me by rolling his eyes, yelling uhhh, NO, NO, NO. I was giving him clarification on ignorant assumptions, based on the fact that he had no idea what was actually going on. As his aggravation escalated he screamed SHUT UP and stop acting like a little kid. Before I could even get one single word out he showed me his teeth in an highly aggressive manner and kept growling at me shut your mouth and do what I said through his teeth. I have never seen such bizarre behavior in an office environment.

He has purposely made my job position increasingly difficult in various ways. Since I ve been in this position for three weeks, he has not provided me with one trickle of training. I asked him six times on my day 2 for training/ guidance and he said we're too busy for that, stop jumping the gun and I will tell you what to do when I need to. He has denied all of my potential access and resources to perform this job (i.e. refusal of forfeiture of office keys, government travel duty phone, travel safe, access to any travel-functional database, denial of passwords, Meal checks, critical P.O.Cs, and any I.G advised working essentials). The I.G indicated that meal checks were to be secured at the end of every working day and that each travel office had a safe located in the travel office. I brought this matter to his attention and he said you will not override me again and you aren't going to make any decision without me knowing so the answer is NO and don't ever do it again. He also has been intentionally waiting until the last minute before the shippers need to report to the airport to provide vital documents (i.e. Meal checks and itineraries) for the purpose of telling me that I was the reason that applicants shipping out missed their flights. This badgering was purposely performed to add unnecessary stress and harassment to my daily process. Once crunch time began, he would continuously antagonize me by saying, you see what you're doing, you are the reason why your shippers won't be getting on that plane, I hope you feel good about that and LET'S GO MR. M. This type of behavior is why I've had to exceed my working hours by 1-2 hours on several occasions. I was told in regard to lunch breaks Monday and Tuesday, you need to bring your lunch or not eat and you most likely will not get a lunch break and you will have to suck it up because you're the one who chose to apply for this job, however my acting travel assistant (Ms L) is able to come and go as she pleases without any form of communication. This is the only communication I have received. Lack of communication on J's part has set the Travel section back because he won't give me the information necessary to conduct my job, along with creating a highly-hostile working environment on a daily basis.

The ultimate impact of J's derogatory behavior has affected the Denver MEPS as a whole. Reason being, his refusal to effectively train and working vendettas resulted in the need to utilize the previous Travel Assistant for provided training. The problem is presented because she (Ms B) has been taken out of her critical position, due to J's incompetency.

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