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I, [REDACTED], Age: [REDACTED], D.O.B.: [REDACTED], Race: Hispanic, Origin: [REDACTED], (employed by) U.S. Customs Service, as an Intelligence Research Specialist, [REDACTED] state: Mississippi

The following information is provided as background information: It is common knowledge that Management, Mr. [REDACTED] and Mr. [REDACTED] have in the past and are presently discriminating against individuals in Bay St. Louis, Mississippi (MS). The main issues are traversed around the good O'l boy network. If you are not a member of the elite group you will not get the equal opportunity to participate in areas such as cash awards, travel to special locations, overtime, promotions and training. The majority of the discrimination has been directed toward older, Hispanic employees. Mr. [REDACTED] is the EEO investigator conducting this investigation from the Dallas Regional Complaint Center.

Was Mr. [REDACTED] denied Counterintelligence training?

Yes, that training was announced to the office and Mr. [REDACTED] along with a number of us older, Hispanic employees applied but only selected few were given the opportunity to attend. Mr. [REDACTED] and myself both submitted requests to attend in February 2000. We were denied and when Mr. [REDACTED] was asked as to why there were still vacant slots, he stated, "Pre-selected personnel have already been selected and none of them are from this office. The slots will go to personnel assigned to the field office in Albuquerque, New Mexico." It was not until after the training that we found out that there were people in the training from our office and that not all the slots had been filled. There were sufficient personnel available in the office had we been given the opportunity to attend the afore mentioned training.

Was Mr. [REDACTED] considered or given the opportunity to compete for a Merit promotion to GS-132-13?

No, Mr. [REDACTED] along with other individuals older and of Hispanic heritage were not considered or given the opportunity to compete for a merit promotion

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to GS-132-13. Mr. [REDACTED] was one of the individuals that was also passed over for promotion to GS-132-13 and when he questioned Mr. [REDACTED] concerning the promotion he was informed that individuals had been pre-selected by him and given to Mr. [REDACTED] for approval and that the list had been turned in to Washington D.C. for final approval. On June 2, 2000 we found out that 6 perhaps as many as 8 individuals had been promoted to GS-13 effective that date. After researching the known information through administrative channels it was then verified that all the individuals promoted were younger and not one of them was of Hispanic heritage. Enclosed is a document received at this office addressing promotions to individuals holding GS-13 positions for over 12 months without announcement requirements from the commissioner. That was not the case here because none of those 6/8 individuals had been assigned to any GS-13 positions. In the past, as soon as a GS-13 position was received from headquarters, an announcement was issued and distributed throughout the office giving equal opportunity to all. The abovementioned promotions were never announced nor were we informed of the availability of the noted slots. Mr. [REDACTED] along with numerous others that were qualified were not even considered. For months, we noticed that the selected few that had been promoted had been groomed for their promotion by being given additional duties to justify their promotions. Mr. [REDACTED] stated that Mr. [REDACTED] along with the other non-promotees were not qualified because they were doing the same type of work as those that were being groomed. Mr. [REDACTED] stated to personnel at the New Mexico office that he had to give them additional duties so he could justify their promotion. I personally requested an administrative investigation (March 2000) concerning numerous other violations being practiced by these two individuals (Mr. [REDACTED] and Mr. [REDACTED]) to include the fact that rumor had it that promotions to GS-

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13 were forthcoming and pre-selected personnel would be the only ones promoted. To this date I have not received any information concerning the requested investigation.

Was Mr. [REDACTED] awarded a cash award in July 2000?

No, none of the individuals that have filed EEO complaints (5) received a cash award for which they were directly involved with seizures totaling 103 metric tons of contraband drugs as stated in letter addressed to our office with a unit award from Washington D.C..

Do you feel that you are working in a hostile environment?

Yes, the office environment has worsened and continues to be hostile due to the managerial practices in place. There have been incidents that have set up or attempted to set up individuals involved in the EEO process with the intentions of justifying not promoting them along with attempts to discredit those involved. The end product of such managerial practices has in fact intimidated numerous others from speaking out on their own behalfs. One of the most common practice is requesting Internal Affairs investigations on petty subjects that may have happened 1 to 3 years ago. Management has treated me even worst than Mr. [REDACTED] due to the fact that I will confront them with issues concerning violations within the office.

Have you been subjected to the same incidents as the complainants claim i.e. denied desk audits, denied EEO counselor opportunity, denied promotions, denied cash awards, denied training, temporary duty assignments, ect.? if so, how were you treated by management?

I have the same EEO complaints and have filed them accordingly with the Dallas Complaint Center. In addition, 2 retaliation complaints have been filed due to the original EEO filing. My additional claim is disability because of 2 heart attacks directly credited to the stress level in the same hostile environment. I have been subjected to Internal Affairs investigations

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attempting to discredit me and justifying not awarding anything favorable to me due to same.

What first hand knowledge do you have of the alleged harassment or discriminatory treatment? Please explain.

First hand since I am involved along with 5 other individuals in the EEO process. The claims filed by Mr. [REDACTED] are parallel to mine so we have the same complaints in common. All of the complaints filed by Mr. [REDACTED] have merit and a positive result is expected from this investigation.

In an "all hands" meeting held in March 2000, did you hear Mr. [REDACTED] make any remarks/slurs about the complainant? If so, what did you hear?

It is common practice for Mr. [REDACTED] to make snide remarks concerning employees during hands on meetings and also during operations meetings while he was in-charge of the operations center. One real common statement is "you do not know what the hell you/he/she is talking about."

I have read the above statement, consisting of 4 page(s), and it is true and complete to the best of my knowledge and belief. I understand that the information I have given is not to be considered confidential and that it may be shown to the interested parties.

[REDACTED]
[REDACTED]
Subscribed and (sworn to) (affirmed) before me at

on this 22nd day of February, 2000.

[Signature]
Mitchell Jensen, EEO Investigator