

For the last five years I have tried coping with intimidation and fear of whether or not this year would be, "the end of my position" within the Athletic Department. Coming to a head of realizing the stress has built to a point of affecting my health and so much more; I finally decided it was time to say something. I am afraid that my 14 years with Seattle Public Schools is being tarnished and I will not be able to move onto another position successfully without something being said about the abuse I have endured by intimidation, bullying, fear of retaliation if I speak up or against one of my Supervisors, Eric McCurdy.

Within Eric's first few days of starting with SPS (in 2010), he called me late one evening to say that he saved our jobs & we owe him. This was the start of what has become years of intimidation and fear tactics that have made it increasingly stressful and a hostile work environment. Statements such as the following are common place.

- You have gotten lazy since you've been married.
- (When asking for a full two weeks off for my wedding it was denied, when I said that I learned that there were several hours of lose or use time lost by the end of August if I didn't take them.) I don't believe you that you have all that time available. I don't believe that you record all your time off.
- You should be on your email when you are home too. Feed your husband and son, put them to bed, & then get back to work and your emails.
- (When legal family matters came up that required several back & forth trips out of state to meet court schedules, I didn't hear the end of it for at minimum a year.) Everyone is upset that you are taking all this time off. Can't you reschedule it.
- No one in HR likes you. They all said you left because you couldn't do your job & it was too hard.
- Don't trust anyone over there at the Stanford Center. No one has any respect for you, but I always try to talk good about you.
- They are all out to get you Krys, but I saved your job again, when everyone wanted me to get rid of you. As long as I'm here I will never let you go, but as soon as I leave then you won't have a job.
- (When preparing our job descriptions for a district wide review of non-rep positions, Eric made statements to Harvard & I such as.) Watch what you put on your descriptions. Remember who is in charge of what. I let you do some of those things to put the experience on your resumes, but remember who is in charge of them and whose job description it is in.
- (When Eric found out I applied and interviewed for a position in HR, which I believe he interfered with, he didn't take it well when I didn't tell him that I was applying.) You can't be trusted now that I know you are out there looking. Now I can look at changing or ending your position by January since I know you are looking to leave us.
- You may be smart but you are lazy and don't have a good work ethic.
- I'm disappointed in you that you are allowing Harvard to manage you. You are a grown a** woman and you should be managing him like I manage Pegi.

- (During an open staff meeting to all of us.) I sometimes drive by here and don't even come in here because I don't want to see any of you. I don't have time to do your jobs and mine.
- (During a meeting with Harvard & I.) I'm left here with my weewee in my hand & being f***** without Vaseline.
- I see others pretend to share with you and act like family or friends, but they don't. Like I saw Greg out there sharing with you.
- No one is going to take you in other positions here in the district, because they all know you screwed up.
- I don't know what your evaluation was or have anything to do with what goes on here in the office with Harvard and you. As long as I'm here I won't let him get rid of you. You aren't going anywhere. I've had my own issues with him, but you've been here for so long that you know what to expect from me.
- (During a staff meeting and belittling us.) You need to be seen at our events. Even Pegi was upset that you (Harvard) didn't stay. Athletics is an all day program and we work and are needed beyond normal business hours.
- (When discussing a new event, I advised as to my concern about what his plans were with not posting the deposits to the ASB account.) This is the plan & if anyone says anything then I will claim not knowing & being new.
- Pegi is pushing me to change your position & have you apply & interview for it. They will not let you have the position. You will be interviewed out.

Several times we will listen to Eric bragging about how he treats others, or how he has manipulated them to what he wanted, and has a variety of lewd statements, such as:

- I had to get into their a**. Did you see that?
- (whoever he may be discussing) He/She isn't sh**. They don't know what they are talking about.
- They have me running around with my dick in my hands.

These are just a few statements that have been made by Eric. I have been in this environment since 2010 and at times I have gone home in tears at the treatment. There has been many veiled statements leading me to believe that my position is going to end or that I will be forced out of it if I don't work to his expectation. Eric has made statements that he wants people in his office that will work to his standard with his work ethics of staying with the job and working at all hours.

During the 2014/2015 school year this stress and fear of losing my job and the emotional stress; had reached the point of contacting EAP not knowing how to handle the situation. It was suggested to have me work through the issues with Eric in a mediation type environment. I was and am still in fear of his retaliation if I went or go that route. He brags about how he treats others that go against what he wants or stand up to challenge him.

I strongly suspect and believe that he has slandered my name to other staff within the district both inside and outside of our department. I have been told statements made to me by others being in support of me are not true. That they are just being nice, but are also trying to find ways to get rid of me. I find myself in an environment of feeling abused and emotionally stressed. Other staff has stated

how they are starting to see my stress come out in my interactions. My family sees my stress outside of the workplace.

I see Eric treat others in similar manners and bullying them to either see his way in a situation, or back down in fear or frustration. He's been known to use these same tactics in meetings and will later brag about how he had to shut someone down by "getting into their a**." This is the mentality of intimidation that I have dealt with personally for the last five years.

I have attempted finding other positions outside of this department and the SPS district. I suspect that he may have found ways to interfere with my attempts to find positions outside of the Athletic Department. In 2014, after a particularly stressful interaction with Eric I went home in fear of my future. That evening I spent in my husband's arms having a nervous breakdown and what can be described as a possible panic attack. During a meeting the next morning with a few people that could tell something was uncharacteristically wrong with me; one of them out of concerned, walked me to HR to say something to someone. I sat in the office of an Employee Relations Analyst and after being told that Eric would be made aware of any formal complaint I made regarding his behavior, and would continue to work with him in our small office while a formal investigation was made. This fear had me walking out of her office without making a complaint. I felt there wouldn't be any support for me in making this complaint. Not only was I in fear of no support if I made the complaint, but highly fearful of retaliation. That fear still is with me as I write this. Though know I need to share my experience. I especially struggled with this since he recently made sure I was aware he was told that I was in HR ready to make a complaint.

My hope in sharing this is that others will also share their experience of interactions with Eric McCurdy and there will be some sort of action taken to assure this behavior is brought to the light. Regardless of any potential retaliation that may be my greeting once this becomes formal is a fear that I now have to face. My self-worth and regaining my strength is more important at this point. I have 14 years of experience with Seattle Public Schools and have had desires to branch out in other areas to be a part of success for our students. However, as long as I am being held back in fear and intimidation or even possibly being slandered by this Supervisor; I strongly believe that will not be possible.

I thank you for taking the time to read this and hear my concerns.

Krystyana Brame