

CONFIDENTIAL — ANONYMOUS REPORT

Re: Sexual Harassment and Inappropriate Conduct by a County Executive

Dear Members of the Board of Supervisors:

I am submitting this letter anonymously to report serious concerns regarding alleged sexual harassment, inappropriate conduct, and misuse of authority by a top member of executive leadership. I am withholding my identity because I fear retaliation and adverse professional consequences for reporting conduct involving an individual who holds significant authority within the organization.

This matter warrants independent review by the Board rather than being handled solely within the executive reporting structure implicated by the complaint.

The conduct at issue includes unwanted and inappropriate behavior of a sexual or romantic nature toward an employee, including conduct that crossed professional boundaries and created discomfort in the workplace. The concerns are particularly serious because of the executive's position of authority and the potential power imbalance between the executive and the affected employee and potential employees. The physical pushing and demeaning verbal attack, touching, and blatant sexual contact was alarming. No one in this crowded space came forward to support this employee. It appeared to be a humiliating experience.

There are witnesses, video communications, and other documentation capable of corroborating relevant interactions and establishing a timeline at the March 4, 2026, Procurement Expo. Any investigation should therefore include preservation and review of potentially relevant records rather than relying exclusively on interviews or representations from individuals within the executive chain of command. Interviews should be had with individuals who attended that event and opening presentation in the hall leading up to the moderating panel events.

The Board should also determine whether anyone in management, Procurement, Human Resources, or executive leadership previously knew or was placed on notice of this conduct; what actions, if any, were taken in response; and whether the affected employee subsequently experienced retaliation, isolation, changes in working conditions, removal of responsibilities, discipline, termination, or other adverse treatment after resisting, reporting, or distancing themselves from the conduct.

I respectfully request that the Board:

1. Refer this matter for an independent and impartial investigation outside the executive reporting structure implicated by these allegations;
2. Immediately preserve relevant expo meeting recordings, calendar entries, telephone records, and other potentially relevant evidence;
3. Determine whether other employees have reported or experienced similar conduct;
4. Examine whether employment decisions affecting the employee were influenced by the employee's response to the executive's conduct or by subsequent complaints or protected activity; and

5. Take appropriate corrective action based upon the evidence and findings of the investigation.

This letter is not intended to prejudge the outcome of an investigation. It is intended to place the governing body on notice of allegations sufficiently serious to warrant independent examination, preservation of evidence, and protection against retaliation.

Because the allegations concern executive-level conduct potentially against multiple employees, I respectfully ask that this complaint not simply be routed back to individuals who report to, work closely with, or may have an institutional interest in protecting the executive involved.

Please treat this communication as a formal request for review and preservation of potentially relevant evidence.

Respectfully,

Anonymous