



EQUAL EMPLOYMENT OPPORTUNITY COMMISSION
INTAKE QUESTIONNAIRE

Please immediately complete the entire form and return it to the U.S. Equal Employment Opportunity Commission ("EEOC"). REMEMBER, a charge of employment discrimination must be filed within the time limits imposed by law, generally within 180 days or in some places 300 days of the alleged discrimination. Upon receipt, this form will be reviewed to determine EEOC coverage. Answer all questions as completely as possible, and attach additional pages if needed to complete your response(s). If you do not know the answer to a question, answer by stating "not known." If a question is not applicable, write "N/A." (PLEASE PRINT)

1. Personal Information

Last Name: Anderson First Name: Tiffany MI Kay
Street or Mailing Address: 1516 Sylvan Way #205 Apt or Unit #: 205
City: Lodi County: San Joaquin State: CA Zip: 95242
Phone Numbers: Home: (209) 329-9523 Work: (209) 982-4675
Cell: (209) 329-3306 Email Address: tiffanyanderson@me.com
Date of Birth: 8-22-1970 Sex: [] Male [X] Female Do You Have a Disability? [X] Yes [] No

Please answer each of the next three questions.

- i. Are you Hispanic or Latino? [] Yes [X] No
ii. What is your Race? Please choose all that apply. [] American Indian or Alaskan Native [] Asian [X] White
[] Black or African American [] Native Hawaiian or Other Pacific Islander
iii. What is your National Origin? [] [] []

Please Provide The Name Of A Person We Can Contact If We Are Unable To Reach You:

Name: Robert Blewett Relationship: boyfriend
Address: City: Lodi State: CA Zip Code: 95242
Home Phone: (415) 516-5258 Other Phone: ()

I believe that I was discriminated against by the following organization(s): (Check those that apply)

[X] Employer [X] Union [] Employment Agency [] Other (Please Specify) both

2. Organization Contact Information (Employer or Union Name)

Organization #1 Name: S.J. County Mosquito & Vector Control District
Address: 7759 Airport County: San Joaquin special district
City: Stockton State: CA Zip: Phone: ()
Type of Business: County Job Location if different from Org. Address: special district
Human Resources Director or Owner Name: Emily Nicholas Phone: (209) 982-4675

Number of Employees in the Organization at All Locations: Please Check (V) One

[] Less Than 15 [] 15 - 100 [] 101 - 200 [] 201 - 500 [] More than 500

Organization #2 Name: Law office of W. Robert Phibbs
Address: P.O. Box 417 County: San Joaquin
City: Lodi State: CA Zip: 95241 Phone: (209) 369-6119

Type of Business: attorney Job Location if not at Org. Address: association rep

Human Resources Director or Owner Name: Robert Phibbs Phone: (209) 369-6669

Number Of Employees In The Organization At All Locations: (Please check (✓) one)
 Less Than 15 15 - 100 101 - 200 201 - 500 More than 500

3. Your Employment Data (Complete as many items as you are able)

Date Hired: _____ Job Title At Hire: Tech I

Pay Rate When Hired: _____ Last or Current Pay Rate: _____

Job Title at Time of Alleged Discrimination: Tech I

Name and Title of Immediate Supervisor: Brian Heine

If Job Applicant, Date You Applied for Job NA Job Title Applied For _____

4. What is the reason (basis) for your claim of employment discrimination?

FOR EXAMPLE, if you are over the age of 40 and feel you were treated worse than younger employees or you have other evidence of discrimination, you should check (✓) AGE. If you feel that you were treated worse than those not of your race or you have other evidence of discrimination, you should check (✓) RACE. If you feel the adverse treatment was due to multiple reasons, such as your sex, religion and national origin, you should check all three. If you complained about discrimination, participated in someone else's complaint or if you filed a charge of discrimination and a negative action was threatened or taken, you should check (✓) RETALIATION.

Race Sex Age Disability National Origin Color Religion Retaliation Pregnancy

Other reason (basis) for discrimination (Explain): _____

5. What happened to you that you believe was discriminatory? Include the date(s) of harm, action(s) and include the name(s) and title(s) of the persons who you believe discriminated against you.

(Example: 10/02/06 - Written Warning from Supervisor, Mr. John Soto)

A) Date: 6-18-2009 Action: I was informed that I was not exceeding standards of job performance in harsh abrasive communication

Name and Title of Person(s) Responsible: Brian Heine

B) Date: 6-18-2009 Action: I started to cry and informed Brian I lacked the training I was entitled to when transferred

Name and Title of Person(s) Responsible: John Stroh and Eddie Lichess

Describe any other actions you believe were discriminatory.

I will need to attach more documentation. Do to a written complaint I filed in 2007 regarding Supervisor Bob Durham & subordinate Janine Finley I have had 3 injuries & suffered retaliation.

6. What reason(s) were given to you for the acts you consider discriminatory? By whom? Their Job Title?

I am told I am too sensitive by my peers. I am imagining the discrimination by management. When Brian Heine was assigned as my supervisor he discouraged me from my initial complaints in process in January of 2009 and said I would not need to worry that I could trust him.

	Name	Description	Notes
A.	Mary Iverson	lab technician	retaliation/breach confidence
B.	Steve Azavedo	tech I	retaliation/conflict Bob
C.	Don Muidinger	tech II	retaliation/conflict Bob

Answer questions 8-10 only if you are claiming discrimination based on disability. If not, skip to question 11.

8. Please check all that apply:
- Yes, I have an actual disability
 - I have had an actual disability in the past
 - No disability but the organization treats me as if I am disabled

9. If you are alleging discrimination because of your disability, what is the name of your disability? How does your disability affect your daily life or work activities, e.g., what does your disability prevent or limit you from doing, if anything? (Example: lifting, sleeping normally, breathing normally, pulling, walking, climbing, caring for yourself, working, etc.)

torn meniscus, I felt my work load had heavily increased when I returned from a surgery 1-2009.

10. Did you ask your employer for any assistance or change in working condition because of your disability?
 Yes No

Did you need this assistance or change in working condition in order to do your job? Yes No

If "YES", when? _____ How did you ask (verbally or in writing)? _____

To whom did you make the request? (Provide full name of person) _____

Describe the assistance or change in working condition requested?

11. Are there any witnesses to the alleged discriminatory incidents? If yes, please identify them below and indicate what they will say. (Please attach additional pages if needed to complete your response)

Name	Job Title	Address & Phone Number
A. _____		
B. _____		
C. _____		

12. Have you filed a charge previously in this matter with EEOC or another agency? Yes No

13. If you have filed a complaint with another agency, provide name of agency and date of filing:

14. Have you sought help about this situation from a union, an attorney, or any other source? Yes No
If yes, from whom and when?

Provide name of organization, name of person you spoke with and date of contact. Results, if any?

County Grand Jury 9-19-2009 investigation open
Fair Housing and Employment late 2007 or early 2008
Leon Medina denied investigation, 10-2009 pending
SEIU union rep Dave Gabler disappeared
Bob Phibbs 2-2009 refused representation. Pointed
me to you.


Please check one of the boxes below to tell us what you would like us to do with the information you are providing on this questionnaire. If you would like to file a charge of job discrimination, you must do so within either 180 or 300 days from the day you knew about the discrimination. The amount of time you have depends on whether the employer is located in a place where a state or local government agency has laws similar to the EEOC's laws. **If you do not file a charge of discrimination within the time limits, you will lose your rights. If you want to file a charge, you should check Box 1, below. If you would like more information before deciding whether to file a charge or you are worried or have concerns about EEOC's notifying the employer, union, or employment agency about your filing a charge, you may wish to check Box 2, below.**

BOX 1

I want to file a charge of discrimination, and I authorize the EEOC to look into the discrimination I described above. I understand that **the EEOC must give the employer, union, or employment agency that I accuse of discrimination information about the charge, including my name.** I also understand that the EEOC can only accept charges of job discrimination based on race, color, religion, sex, national origin, disability, age, or retaliation for opposing discrimination.

BOX 2

I want to talk to an EEOC employee before deciding whether to file a charge of discrimination. I understand that by checking this box, I have not filed a charge with the EEOC. **I also understand that I could lose my rights if I do not file a charge in time.**


Signature

Today's Date

PRIVACY ACT STATEMENT: This form is covered by the Privacy Act of 1974: Public Law 93-579. Authority for requesting personal data and the uses thereof are:

- 1) **FORM NUMBER/TITLE/DATE.** EEOC Intake Questionnaire (9/20/08).
- 2) **AUTHORITY.** 42 U.S.C. § 2000e-5(b), 29 U.S.C. § 211, 29 U.S.C. § 626. 42 U.S.C. 12117(a)
- 3) **PRINCIPAL PURPOSE.** The purpose of this questionnaire is to solicit information about claims of employment discrimination, determine whether the EEOC has jurisdiction over those claims, and provide charge filing counseling, as appropriate. Consistent with 29 CFR 1601.12(b) and 29 CFR 1626.8(c), this questionnaire may serve as a charge if it meets the elements of a charge.
- 4) **ROUTINE USES.** EEOC may disclose information from this form to other state, local and federal agencies as appropriate or necessary to carry out the Commission's functions, or if EEOC becomes aware of a civil or criminal law violation. EEOC may also disclose information to respondents in litigation, to congressional offices in response to inquiries from parties to the charge, to disciplinary committees investigating complaints against attorneys representing the parties to the charge, or to federal agencies inquiring about hiring or security clearance matters.
- 5) **WHETHER DISCLOSURE IS MANDATORY OR VOLUNTARY AND EFFECT ON INDIVIDUAL FOR NOT PROVIDING INFORMATION.** The providing of this information is voluntary but the failure to do so may hamper the Commission's investigation of a charge of discrimination. It is not mandatory that this form be used to provide the requested information.

John Stroh repeatedly advocates and supports Bob Durhams right to be a offensive verbal nuisance to the men and women who work under him with content of racial slurs, bestiality, anal and oral sex. John protects Bob Durham from complaints of employees by using a litigator paid for with District funds. Every time a employee brings Bob's behavior to the attention of management Gerry Preciado, JD

Employment Practices Liability Consultant, Principal from Bickmore Risk Services and consulting is called and field operations stop so we can have Bob's misconduct emphasized as an example of what not to do. Since my employment in 2004 Gerry has been retained in 2005, March 13, 2007, July 25, 2007, June 12, 2008, August 13, 2009.

Bob has also had to go to special training outside the district on proper conduct. I have witnessed Bob walk out of the training and blatantly repeat the offensive content

Somehow my employer has found a loophole in the state and federal laws in regards to complaints of harassment and retaliation because it still takes place today. No attempt of filing a complaint against Bob or management has been successful in getting a federal or state agency to make this conduct stop even though it is textbook lawsuit. It is against the law to talk about females thong panties or corn falling out of there ass or imitate an employees walk and refer to them ass being screwed anally. Yet magically my employer hires old Gerry and it's all o.k.

Every attempt at a solution has always made the repeated mistake of trusting John Stroh will do his job. Three complaints have been filed to the outside government agencies and all have been rejected. I am made to sit and listen to the rights I am supposed to have when I can not find one agency that will go and make the behavior stop.

In take questionnaire

550-2009-00284N

Anderson, Tiffany Kay
1516 Sylvan Way #205
Lodi CA, 95242

On 1-1-09 relocation to:

2 N. Avelena Ave.
Lodi CA 95242

mobile 209-329-9523
work 209-982-4675

My time table is ticking
and I am running out
of steam.

July of 2009 under newly
promoted Supervisor Brian Heine
my work load increased while
the time allotted to perform my
duties decreased. Manager John
Stroh had 3 separate special
meetings with
myself

Brian Heine supervisor
Eddie Luckness assistant
John Stroh manager

to intimidate newly promoted Brian Heine to finish the job of firing me.

It became impossible to perform my duties.

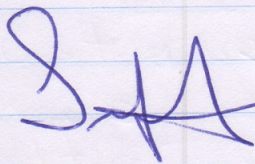
I started to bring my work home with me. Using my resources via computer. I also purchased all supplies needed as I was being questioned about every resource I was using my private protection gear. pesticides
maps
office resources.

Brian Heine got in a blow out in July of 89 where I tried to explain to him I did not have the training I needed to do my job.

Brian Heine insisted I had as he was informed by Keith Weinhaus, Bob Durban, Eddie Luchessi & John Stroh. I started to cry and informed by he did not know what he was talking about. Brian informed me I was not meeting standards and my work was not good enough.

On July 8, 2009 after my third injury I was requested to explain to John Stroh, Eddie Luchessi and Brian Heine. I informed all three on this date I wanted mediation for retaliation and would not return until such request was met as my safety was at risk.

Please help me



Brian Heine could not handle the intimidation from his boss John Stroh. In July while I was required to stay in the yard by Brian, I suggested things to keep myself busy. I was told by Brian to hide.

This to me shows the pressure Brian felt by his superiors.

EEOE disability
acts of discrimination

5-19-11 letter to Mamma Emily

~~12~~ 5-18-11 rain policy

family divorce

Violates
my rights

5-18-11 released my personal court to Brian

4-10-11

Brian refused my weed list and
honored Margans

Chemical taken in april
assigned busy work preventing
mosquito control. withholding chemicals

Labor Commission
violation of discrimination