

Jim Gerard Joseph ^{high school} 1974

West Publishing Nov 1979

Westlaw db coordinator

1980 supervisor - 35-40 people

→ developed/maintain db

after eight years - manage

1988 "satellite" sites - one year

1989 returned to sp - supervisory

1992 Egan returned to Westlaw
from print - cd rom - manage 80-90

1996 - buy out from Thomson - went to

cd rom route - managed sites in

Sto, Cleveland, Roch and Egan, reducing

"medianeutral" - analytical law - secondary law
(January 1999).

autumn 1997: cd services - director

supervisor ~ manager

history
of
employment

end of May ¹⁹⁹⁷ Egan day - Rochester
(for primary law) - Fred Gordon
Sue Van Knapp 2

1997

training programs - harassment,
affirmative actions, etc. - mandatory

for ~~sp~~ directors - "important knowledge for understanding"

- HR offered meeting for this ca. 9-97 as a
segment to comprehensive policies

"leadership
course"

2 day

training by HR - Lori Carlson (left Dec 1997)

- interactive
- videos - showing given situations like harassment, etc., followed by discussion
- learning obligations as mgr:
1. effective immediately.

→ aware that harassment/discrimination included
"sexual orientation"

(June 27, 28, 29, 1997) Judy Miklesen
w/ pantabox, Snjezana Gligic

@ lunch (Chilis): me, snjez, joan, jim, jody?

early july ~~Sarah~~ Sarah - first to point out my identity
(assistant)

Jim - "sensitive situation" - would have spoken
with John or Mike

John informed Jim that some people went to Lewis
- wasn't fully aware of washroom issue
"an individual... group... that talked to
Lewis" "more than one" (1 to 5?)

- all female
rena uolente-rose,

mid - late September - verbal decision discovered
from Sarah - Jim knew there were legal implications
in the event a complaint happens - heads up to Tom Moran, asking
for guidance

over the phone, Jim and Lewis spoke to each other about verbal decision and that I would be asked to see him.

"counsel will address this issue" - reassured Jim that issue was being addressed

Issue: "if" Jim gets a complaint, he would be proactive

late September

~~October~~

phone call from Rena - had heard from Lewis about company position; she asked Jim

"Lewis Freeman, Lori Carlson & other counsel."

→ concern of Rena's identity

October 6 - Lewis: "summarized situation"

e-mail from Lewis to John & Jim about complaints regarding continued use of washroom (early November)

early Nov
meeting (new)

response from Lewis & Tom to enforce order
John & Jim visited with Lewis Freeman -
corrective action handled by Lewis

corrective action:

Nov 9th

ask about:
"making situation into something else"