

FROM: 763 LGK TSgt Elliott

9 Mar 78

SUBJ: Statement of Maltreatment of AIC Francisca M. Ruiz

TO: 21SL TSgt Brown

As per your request, I submit the following statement in behalf of the Social Actions complaint registered by AIC Ruiz.

I became involved with Airman Ruiz's problem after she confided in the irregularities in her duty section that were not only against Air Force Regulations, but were also morally and ethically wrong. Because of her fear of rank, she would not make complaints against anyone superior to her in rank. I advised her to do so on several occasions because as an NCO, I knew that these injustices could not continue, they were detrimental to her career as well as the careers of any minorities or females who in the future may work for these same supervisors.

In July of 1977, she finally agreed to talk to the Squadron I.G. Complaints Officer, Capt Newman, but only off the record. Capt Newman, after several hours of discussion with Airman Ruiz (the discussion, I was allowed to sit in on), agreed that there were definite problems and that he would help her should she decided to make a formal complaint, however, because of the nature of the problem (criminal) and the persons involved (high ranking NCO's and civilians), it was "too big" to be handled at squadron level and Colonel Olshefski would have to handle the investigation of her complaint. Her decision was to let it drop and try to get along with her co-workers.

Her problem lessened but continued, again she wanted something done but without making a formal complaint. I advised her at that point to speak with the new Squadron Commander, Major Edwards, her problems lessened again but still did not end. Since that time, she has made several informal complaints to the Social Actions NCO, SSgt Wright, Social Actions Officer, Lt Burks, and the IG complaint officer; Lt Flachsman, all of which would decrease the problems for a time only to have them surface again.

The nature of her complaint is that her military career has been damaged through discriminatory practices. The militarily damaging actions came after she would no longer be sexually agreeable with her immediate supervisor, Sergeant Butcher, and after she started seeking her rights as an Airman and individual and would no longer be pushed aside and put up with maltreatment.

She has been counselled for mistakes that her counselor (and supervisor), Sgt Butcher, is guilty of. She was counselled for minor discrepancies whereas others in her workcenter escaped counselling for more serious offenses, she was counselled for not tightening clamps to her supervisor's specifications, another not counselled for sleeping on duty, several times, and in the present of the same supervisor. She was counselled for not asking permission to leave her shop to keep a scheduled military appointment, another not counselled for reporting to a scheduled duty out of uniform or constant tardiness. The counselling she received is questionable, minor in nature, inaccurate and apparently the basis for rating her as an overall "6" on her Airman's Performance Report.

I maintain that a more mature attitude of her past and present supervisors, and a more concerned involvement by their civilian supervisors, would have prevented this present situation, her problems should have been helped rather than ignored or whitewashed. Her problems should have been discussed with her by her supervisors rather than among themselves any others not involved, this would have eliminated many problems including biases developed against her.

My involvement with Airman Ruiz is personal and emotionally, this is the primary reason I have avoided a more direct intervention on her behalf. Realizing any action on my part could and possibly would be considered an emotional reaction, I have deliberately held back my actions, a side effect of which has been that she also has tried avoiding making a formal complaint.

I realize, regardless of what the regulations state about repercussions, that this statement could affect my career. I can not even speculate by whom or how these repercussions will surface, but I expect them. Hopefully, it will be seen that the stated injustices have occurred, will be corrected and we proceed to performing our mission as a unit without grudges.

I also realize the seriousness of the implications of my statement, this is the way I see it and would not have made such a statement such as this if there was any doubt that these atrocities did not exist.

*George D. Elliott*  
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