

EOT COMPLAINT/REFERRAL RECORD
 (THIS FORM IS AFFECTED BY THE PRIVACY ACT OF 1974)

DATE
17 Jan 78

AUTHORITY: 10 USC 8012, EO 11478 and 9397.
PRINCIPAL PURPOSES: 1. Collect data essential for making a determination concerning alleged acts of discrimination.
 2. Track referrals for statistical purposes.
 3. Establish and maintain a program to identify areas of deficiency and provide a means of correcting them.
ROUTINE USES: 1. Provide uniform reporting system to measure effectiveness of EOT program.
 2. Demographic data will be used for statistical purposes only.
 3. SSAN, if furnished, will be used to facilitate search for records applicable to complaints.
DISCLOSURE IS VOLUNTARY. Refusal to divulge information could affect efforts to substantiate allegations of discrimination, identify specific deficiencies or effectively program specific actions in support of equal opportunity policies and directives. Disclosure of SSN is voluntary.

1. LAST NAME-FIRST NAME-MIDDLE INITIAL RUIZ FRANCISCA	2. GRADE E-3	3. SSAN [REDACTED]	4. CASE/REF NO. 78-1	5. DEROS
6. COMPLETE MILITARY ADDRESS 763rd Radar Squadron/Power Plant (DE) Lockport AFS, NY 14094	7. TYPED NAMES			
A. UNIT COMMANDER Major Melvin Edwards		B. SUPERVISOR Sgt Joseph Butcher		

8. EXPLAIN NATURE OF YOUR GRIEVANCE (Be Specific) (Use additional 8 x 10 1/2" sheet, if necessary.)
 AIC Ruiz feels that she is receiving undue harassment and intimidation from her supervisor and co-workers in such areas as not being allowed to leave the power plant in order to attend to personal and business matters, when other personnel in the plant area are allowed to do so. She feels that at times, she is coerced into doing certain activities or duties that she would not normally do. She further states that she is not being told about certain matters and as a result, she is usually the one of which the action taken is concerned. When she requests permission to take care of matters on site, she says her supervisor makes a detailed inquiry into why she wants to go, and then usually denies her request without a reason. Also, letters of counseling are being written and handed to her without having an actual counseling performed. She states that she has not entered a formal complaint due to the fact that she had fear that her complaining would cause undue hardships and excessive pressures from her workcenter.

9. PREVIOUS ACTION(S) TAKEN TO RESOLVE THIS GRIEVANCE
 Power plant personnel had previously been interviewed concerning this incident by both the Social Actions Officer and NCO. Civil Engineering officials have also been interviewed as well as had the Commander been informed of this situation. Also, Capt Ammirati of the Social Actions office at 21AD, had been notified of the status.

10. ACTION(S) DESIRED
 The complainant requests that uninterested parties conduct an inquiry to determine the extent of the alleged discrimination complaint and that if necessary, actions be taken to preclude further incidents of this type.

DATE COMPLAINANT ADVISED OF ACTION TAKEN 17 Jan 1978	SATISFIED	DIS-SATISFIED	SIGNATURE OF COMPLAINANT <i>Francisca M. Ruiz</i>
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FOR SOCIAL ACTIONS USE ONLY

AGENCY REFERRED TO	PROBLEM	COMPLAINT AREA	SEVERITY	AGAINST	ACTION TAKEN	COMPLAINANT			ALLEGED "OFFENDER"			ALLEGED "OFFENDERS" HR/TRAINING					
						RACE/ETHNIC	SEX	RANK/GRADE	RACE/ETHNIC	SEX	RANK/GRADE	BASIC TRAINING	PHASE I	PHASE II	OTHER		

COUNSELOR COMMENTS

I have conducted prior interviews to the personnel in the Power Production shop and have come to the conclusion that there has been a great deal of friction between Sgt Butcher and ALC Ruiz due to past occurrences. I believe she has instituted a great deal of the problems that have occurred in the past but now it seems that she is honestly trying to change her former ways but her supervisor is still sticking to old characteristics. I believe that she should try to obtain an assignment to the Tucson, Arizona area so her relatives can look after her children and alleviate a great deal of her problems. If not, I believe that these problems will never see an end due to the type of name she spread for herself upon first being assigned to this unit and considering her many trips to Hancock Field last year. Her problems are of a nature that regularly scheduled trips to a psychiatrist would be warranted. ALC Ruiz comes to this office now on a weekly or semi-weekly basis with some problems most of which this office has no answer or of which she thinks we can work some "miracle" solution to her personal problems. She has no confidence in this office nor that of the Commander or First Sergeant. Therefore, any time spent trying to aid her beyond that of ending the alleged discrimination may or may not be productive. In asking her what action she desired to be taken in this inquiry, she would say this and immediately turn around and say the opposite, indicating to me that she does not really know what she wants. It may also indicate that she does not know exactly what the problem is. If there is an inquiry, it should be conducted by an uninterested party and no longer conducted by this office. *CB*

ACTION TAKEN BY REFERRAL AGENCY

Interviews with ALC Ruiz and individuals involved support the assessment. ALC Ruiz often displays extreme rank consciousness though processes stemming from her earlier environment and strengthened by basic training. A contributing factor is some difficulty separating personal problems and interpersonal relationships from the work environment. Specifically, her supervisor was forced to require justification for personal time off due to abuses. Assistance is requested for a disinterested evaluation of the complaint. *M. J. Edwards, Major, 31 Jan 78.*

REVIEWED BY CHIEF OF SOCIAL ACTIONS

DATE CASE CLOSED

SIGNATURE OF CHIEF, SOCIAL ACTIONS