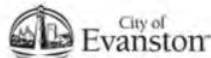


Date : 7/16/2021 4:22:36 PM
From : "City of Evanston"
To : "meumeier@cityofevanston.org" , "jnelson@cityofevanston.org" , "kcarter@cityofevanston.org" ,
"tedtabaka@cityofevanston.org" , "yhopson@cityofevanston.org" , "twoorks@cityofevanston.org" , "jnilano@cityofevanston.org"
 , "edaley@cityofevanston.org" , "pmartinez@cityofevanston.org" , "ksnider@cityofevanston.org" , "ppolep@cityofevanston.org" ,
"spontarelli@cityofevanston.org" , "jschacter@cityofevanston.org" , "elassiter@cityofevanston.org" ,
"adelgado@cityofevanston.org" , "krichardson@cityofevanston.org" , "pdeignan@cityofevanston.org"
Subject : Courtesy Copy: City of Evanston Statement Regarding Lakefront Operations and Allegations of Misconduct

This is a courtesy copy of an email bulletin sent by Patrick Deignan.

This bulletin was sent to the following groups of people:

Subscribers of Mass Media or Media Release (64 recipients)



cityofevanston.org

News Release

Friday, July 16, 2021 | [View in browser](#)

City of Evanston Statement Regarding Lakefront Operations and Allegations of Misconduct

EVANSTON, IL - The City of Evanston has zero tolerance for sexual misconduct and is 100 percent committed to fostering a workplace climate and culture where all staff feel safe and respected.

As recently reported by WBEZ, four seasonal City of Evanston lakefront employees brought serious concerns to the City's attention in the summer of 2020 regarding the work environment at Evanston beaches and alleged misconduct by lakefront staff. The City is enormously grateful to the four employees who raised these issues, as well as others who shared concerns and anecdotes anonymously through a petition circulated among lakefront staff.

Following the WBEZ report, the City would like to clarify the events that occurred and detail the substantial actions taken to immediately respond to these issues and ensure a safe, healthy work environment for all lakefront employees.

In July 2020, City lakefront managers received an email from four female seasonal employees who requested a meeting to discuss concerns regarding the work environment at Evanston's lakefront. The City's Parks, Recreation and Community Services Department and Human Resources Division met with these employees that week and were presented with a petition containing a number of anonymous allegations of sexual misconduct, sexual harassment, sexism, racism and discrimination by lakefront staff. Although the allegations contained in the petition did not identify any specific individuals engaging in this behavior or provide a timeline for when the behavior occurred, the City was deeply concerned and immediately took the following actions:

- Lakefront staff were strongly encouraged to contact the City's Human Resources Division to provide specific accounts of the misconduct described in the petition and to identify individuals involved in this behavior. Staff were also strongly encouraged to contact the Evanston Police Department regarding serious allegations of sexual assault and statutory rape, which were alleged to have occurred off-duty at after-hours parties.
- All lakefront staff were immediately required to attend a live sexual harassment training, which specifically reiterated the prohibition of sexual harassment and misconduct among lakefront employees and the consequences of violations. It also focused on the prohibition of sexual conduct and behavior involving minor employees and coworkers and reminded staff that off-duty misconduct was also inappropriate and unacceptable.

- A trusted Parks, Recreation and Community Services Department employee was identified and designated to serve as a liaison with the City's Human Resources Division to receive any complaints and concerns from lakefront staff.
- A followup meeting was held with the four employees who provided the petition, where a collaborative plan was agreed upon to ensure safety and communication for the remainder of the 2020 season.
- In fall of 2020, the Parks, Recreation and Community Services Department reached out to the four employees and invited them to be a part of 2021 season preparations.
- In February 2021, the Parks, Recreation and Community Services Department met with the four employees to share remedial and additional training that would be required of lakefront staff for the 2021 season. Also presented were updated policies dealing with the other concerns they had previously raised in 2020, including compensation, COVID-19 safety protocols, and issues with difficult beach patrons.
- One male employee was not rehired for the 2021 season after further discussions with lakefront staff. There were no other allegations specific to any other individuals.

The safety and well-being of City staff is paramount, and all employees deserve a healthy work environment where everyone feels respected. Anything less than that is unacceptable. The City of Evanston regrets that there were staff who experienced a work environment that did not meet this standard. Despite the City's repeated efforts to attain the identity of those individuals alleged to have committed these violations to hold them accountable, the City was unable to identify specific individuals due to the anonymity of the complaints.

The City of Evanston has always held employees responsible when incidents of misconduct have been reported, but understands that it is also the City's responsibility to ensure that employees feel comfortable and empowered to report these issues if and when they occur. After taking the actions outlined above and engaging in an ongoing dialogue with lakefront staff, the City is confident that the appropriate measures have been implemented to respond to the serious issues raised and to ensure a safe, healthy environment for all lakefront staff and visitors.

-END-



Morton Civic Center
2100 Ridge Ave., Evanston, IL 60201
847-448-4311

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Date : 7/30/2020 5:04:15 PM
From : "[REDACTED] "
To : "estorie@cityofevanston.org"
Cc : "[REDACTED] gmail.com"
Subject : Demands from the Evanston Lakefront Staff
Attachment : Lakefront Staff Demands.pdf;

Hello City Manager Storlie,

We are reaching out to you on behalf of the entire staff at the Evanston Lakefront. This season, several concerns have arisen in regards to the way we are being treated by the City of Evanston. We feel as though we are not receiving the support and safety measures we deserve for working during the COVID-19 pandemic. We are asking you to read the document attached and reach out to us so we can start a dialogue about how to move forward in securing our demands and hopefully making the beach a better, safer workplace for all staff.

Regards,

[REDACTED]

Demands for a Safer Workplace by the City of Evanston Lakefront Staff

The City of Evanston Lakefront Staff has felt ignored, unappreciated, and cast aside by the City of Evanston for years. We feel as though we are dismissed because we are seasonal staff and because the majority of us are teenagers and young adults. When anyone who works in a position of authority, at the City of Evanston, comes down to the lakefront, they greet us with scrutiny. When we try to implement positive change and ask the City for support, they will not stand with us. Now more than ever due to the COVID-19 pandemic, we are not provided with adequate resources to ensure our safety and wellbeing, nor has tangible action taken place to remedy issues regarding sexual harassment in the workplace. We, as a collective Lakefront staff, are demanding our right to feel safe in the workplace. Our demands, which encourage the City of Evanston to create a safe environment for all beach staff this year and in the years to come are as follows:

- 1. We demand that the City of Evanston provides proper safety protocols and protection, as well as hazard pay, for our staff during the COVID-19 pandemic.**

All Lakefront staff work long hours outside, and come into direct contact with hundreds of beach patrons each day during an extremely hazardous time. Staff engage in interactions with patrons refusing to wear masks and adhere to social distancing measures. We have been subject to hostility, including threats of violence, when enforcing COVID policies such as mask wearing. Furthermore, the fact that we are not being regularly tested is unacceptable and further endangers our health and the health of our families. We demand free and readily available COVID tests for all members of our staff. We demand hazard pay, considering that every time we interact with a patron we are putting ourselves at risk. We demand adequate supplies of surgical and N95 masks for everyday use, not just for use during emergencies.
- 2. We demand pay raises with retroactive pay for gate attendants, who have been making less than Cook County minimum wage if they are under 18.**

Being stationed at the beach gate, gate attendants interact with every patron who enters the beach wearing nothing more than a mask to protect them. They are putting their health on the line by working in such conditions, and without them the city would lose massive amounts of revenue. Although the wage they receive is technically legal, paying gate attendants a low wage such as this is blatantly disrespectful and must be corrected. We demand that the gate attendant pay be raised to \$12.00/hr for the rest of this season along with retroactive reparations for every hour previously worked in the 2020 season.

In addition we demand their pay rate be raised to \$10/hr minimum for years following, regardless of pandemic status.

3. **We demand that systems are put in place to protect all employees from harassment while working at the lakefront.**

A culture of sexism has permeated within the lakefront for years, which has allowed those in supervisor and managerial positions to prey on underage staff in the recent past. We recognize that much of the responsibility to change this culture falls on us as staff members; however, we hold the City accountable for their failure to connect us with the HR department. **We demand that the City assigns one HR representative to have a presence at the beach office and build a relationship with our staff.** For years, our staff has had zero contact with HR, which is unacceptable. We need a person who our staff can feel safe coming to about any harassment they experience in our workplace.

4. **We demand thorough anti-bias and anti-harassment training in order to better support our community.**

As lakefront staff, we currently receive no anti-bias training, disability awareness, or sexual harassment prevention training. This is an extreme oversight that directly impacts our ability to do our job, to make our beaches safe and enjoyable for all visitors, as well as impacts employee safety in the workplace. The City of Evanston preaches diversity and inclusivity, yet this lack of anti-bias and anti-harassment training contradicts everything the City claims to stand for. The fact that we are not going through this training in 2020 is unacceptable. In addition, we demand that all anti-racist, disability awareness, and sexual harassment prevention training be conducted by a contractor outside of the City of Evanston Human Resources Department.

5. **We demand a permanent park ranger presence at the Lakefront to support staff due to increased threats from the public.**

Lakefront staff are threatened daily by adult patrons, and this has only increased with the addition of COVID-19 policies. Many incidents do not receive follow-up by law enforcement. Examples of incidents that received no follow-up include a staff member having their face mask ripped off by a beach visitor, or a beach visitor threatening staff members' lives. These incidents, as well as all other incidents, have been documented and filed appropriately. These events have created a hazardous work environment for the Lakefront staff. The City has failed to provide adequate protection for us despite numerous calls for assistance. Police have been reluctant to give tickets and often arrive after the perpetrator has left. To solve this issue, the City of Evanston must create a presence of park rangers at the Lakefront to provide assistance to the Staff. We demand

the allocation and implementation of these park rangers at the beach for this summer and all summers in the future.

6. **We refuse to be subjected to random drug testing of Lakefront Staff on the basis of the lack of ethical responsibility and consistency by the City of Evanston.**

City staff members informed Lakefront staff that they would be subject to random drug testing, and that if they refused or tested positive for any controlled substance they would be terminated. All staff members currently employed by the City have passed a drug panel test. This single test during pre-employment has been the City's testing policy up until this point. This new policy would force staff to enter a hospital during a pandemic to have the drug test administered. Forcing staff to go to a location that puts them at an increased and unnecessary risk of contracting the novel COVID-19 virus is irresponsible of the City of Evanston. Additionally, this new policy does not follow the City's policy in prior years. Currently no trained supervisor has empirical evidence, or reasonable suspicion based upon the specific, contemporaneous, articulate observations concerning the appearance, behavior, speech or body odors, that any employee has unlawfully used illicit drugs and/or abused controlled substances; or reported to work under the influence of or has illicitly ingested controlled substances or alcohol during work hours. This fact coinciding with no other seasonal positions having been subject to a new drug testing policy mid-season is unlawful and irresponsible of the City of Evanston.

7. **Finally, we demand support and recognition from the City.**

The Lakefront staff has been putting their health and their family's health at risk working during a global pandemic, all to make the beaches a safe and enjoyable place for visitors. We bring in significant amounts of revenue to the City in a time when nontaxable earnings are scarce. The fact that we are seasonal staff made up of mostly young adults does not make us unimportant or disposable. We are working hard and receiving no acknowledgement or support from the City for our efforts. The Lakefront works tirelessly to protect every individual that sets foot on our beaches. The gravity of our work deserves to be supported by not only our fellow co-workers, but the City officials we answer to. We demand recognition for the diligent work we have done for years and continue to do.

We see our demands as reasonable recourse for the lack of action the City of Evanston is taking both in regards to protecting its staff from sexual harassment and the failure to promote the health and wellbeing for said staff. These actions, in tandem with reparations for the aforementioned staff, are required. We demand you work with Anna Fredrick and Aaron Mohrenweiser to outline the implementation and execution of our demands as soon as possible. Failure to communicate with the outlined individuals in the presence of Casey Solomon, Adam Abajian, and Ray Doerner will result in direct action being taken by Lakefront staff. We expect a preliminary outline of tangible steps that the City of Evanston will take to meet our demands.

We look forward to hearing from you and creating a meaningful dialogue.

The Evanston Lakefront Staff

Date : 7/23/2020 3:04:25 PM
From : "Casey Solomon"
To : "Jennifer Lin"
Subject : Female Lakefront Staff Meeting
Attachment : Female Lakefront Staff Harassment and Abuse Allegations.pdf;

Jen:

As we discussed, a group of four female Lakefront Seasonal Staff, who have worked for the city for several summers, requested a meeting with Adam Abajian, Ray Doerner, and Human Resources that we held last Wednesday, July 15.

The group started the meeting by presenting Ray Doerner, Adam Abajian and I, with the attached document: a collective list of complaints of alleged sexual harassment and discrimination allegations by female beach staff that includes anecdotes that span across the careers of at least 52 current female staff at the beach. The document also includes requests for how they feel the city can improve conditions at the beach and try to remediate the discriminatory, abusive, and objectifying environment for female beach staff.

The group said that they permitted any female lakefront seasonal staff to list their uncensored stories and demands anonymously on this Google Doc.

The four women who had spearheaded these efforts said that they did not want to be punitive toward the alleged perpetrators but wanted to advise the city of the toxic environment experienced by female staff at the beaches. They said that staff fear retaliation and want to keep the complaints anonymous.

There had been a significant misunderstanding by staff regarding the process for Sexual Harassment complaints. One of them stated that they had were told years ago that charges should be reported using the Incident Report. Those reports would then need to be signed by the Supervisors, who are often the perpetrators or the friends of the perps. Such a process would set the stage for retaliation and therefore deter staff from filing their complaints.

The women stated that one supervisor threatened suicide after becoming aware of these complaints coming forward. They said they do not want to disclose his or other offender's names or seek any punishment for him or the other staff.

Many of the reports involve situations that transpired outside of work. Unfortunately, many of the younger (some as young as 15) beach minor staff hang-out and party with adult aged staff, many of whom are in their mid-twenties, outside of work. Alcohol and drugs are consumed by adult and minor beach staff at these after-work parties, and the men use the inebriation to take advantage of the girls and women. Though these assaults take place outside of work, many reported offenders are supervisors to these young women abused who used their authority over them at work to coerce them into sexual encounters with them or their friends. This dynamic has led to many incidents of alleged sexual taunting, body shaming, assaults, and statutory rape. According to the women, only in the past couple of years have female staff been elevated to the supervisor position, and this balance of power dynamic has contributed to these abuses.

I explained that there is an established reporting system for Sexual Harassment policy infractions, and that is supposed to be explained to staff. HR has typically presented at the seasonal training sessions at the start of the summer. However, due to COVID, this year's training was done through Google Education and did not include an in-person presentation.

Adam Abajian told me that Lakefront Staff had not attended seasonal staff training sessions for the past two years, due to scheduling conflicts between the required Lifeguard training and the dates for these presentations. Adam claimed that Ann Marie has been unwilling to adjust the dates and times of the annual training or add additional offerings since she was assigned their coordination. I am not sure why Adam did pursue his concerns about staff not receiving the training up the chain of command.

Adam later told me that all 2020 Lakefront staff had signed off on the Sexual Harassment policy, though this policy was not reinforced or elaborated upon with a conversation.

List of Demands

1. The lakefront and the Evanston Parks, Recreation, & Community Services dept, must release a public apology for having recognized but not addressed the blatant sexism, sexual harassment, assault, racism, and discrimination that occurs at the lakefront
 - Apologize directly to survivors, their families, and all lakefront employees for consistently placing underage employees in oppressive, uncomfortable, and dangerous situations and in close proximity with sexual predators
 - This apology absolutely must include an admission of responsibility for placing underage employees in danger
2. Adopt a zero tolerance policy for sexual assault and harassment; commit to protecting future employees with a special emphasis on underage employees
3. Terminate the employment of any of the supervisors or employees guilty of assault & / or harassment (indicated here or below), as well as the employment of those with existing complaints filed against them
 - Terminate the employment of Graham Becker Chiu
4. Require that every staff member attend a sexual assault and harassment training for every year that they are employed -

preferably have this run by an outside / contracted company

- This must be completed as a condition for employment - just as certain PTI physical tests are required by the lakefront, this must be as well

5. Establish protocol for rookies and returning employees to report or file claims when sexual assault or harassment does occur in the workplace

Establish ANNUAL EDUCATION on this process for ALL rookies and returning employees

- Establish an anonymous process for survivors / anyone to report claims while retaining their privacy in the workplace

I explained that the City does have a zero-tolerance policy for Sexual Harassment and apologized that staff have not received sufficient training regarding the complaint process. I told the group that we cannot act based on anonymous complaints, as we would need to confirm facts through an investigation before taking action accused against staff.

I asked the group to encourage their coworkers to come forward with any issues. The women explained that their colleagues feared the possibility of retaliation. I explained that retaliation would not be tolerated and would need to be investigated. and that we explain this to anyone interviewed as part of a complaint.

I asked for more information regarding the specific request to terminate Graham Becker Chiu. I was told that the complainants needed to respect the anonymity of their coworkers. The group replied that they had allowed staff to add whatever they wanted to the document, including the demand section, to avoid limiting their ability to express their grievances and requests to remediate these problems. I informed them that we need some essential details to guide any meaningful investigation.

I suggested that HR coordinate Harassment Training for Lakefront staff to occur this summer, including a specific section on adult/minor relationships and legal implications. I put forth the idea of a female support group or mentoring program pairing senior female beach staff with rookies to empower female staff, foster a supportive environment, and encourage reporting of offenses.

The women feel that there is such a disconnect between lakefront staff and HR (they said they had not realized that The City had an HR division). I suggested that we prominently include contact information for HR as part of the training to facilitate communication. At one point, the women expressed a desire to have a female HR Rep with whom to lodge these complaints. They would feel more comfortable having these uncomfortable conversations with another woman.

The women expressed a desire for the periodic presence of HR at the Lakefronts. I am willing to make periodic check-ins or have some sort of regular schedule at beach offices. However, I see that this may pose a challenge as HR is already very occupied with getting staff into the system and paid during the summers.

We plan to meet again in the next couple of weeks to discuss how we can help make working at the lakefront comfortable for women.

These critical matters are complicated by the "cross-generational" staff working at the beach and the fact that youth are more inclined to blend social and work relationships than more mature workers. It may be a good idea to begin only hiring adults for the lakefront starting next year. However, this will present challenges in terms of recruiting adequate staffing at the lakefront. Another more drastic approach would be to use a contracted vendor to provide these services and absorb the associated liabilities.

I want to encourage beach staff not to fraternize outside of work. I know that it is not realistic to believe that this will stop that from occurring. However, we need to discuss the inherent risks associated with these parties where minors and adults are co-mingling.

Now that I have read the document, I plan to very strongly encourage these brave women to empower their peers to report any criminal offenses to law enforcement. The unfortunate reality is that the predators who enacted sexual violence against women, whether under 18 or over, likely feel emboldened to repeat these offenses.

I had explained that we would need to have further meetings and that the attendance of those meetings will likely need to include the HR Manager, Department Director, Assistant Director, and possibly Interim City Manager. Sensing an uncomfortable pause, I asked if there was an issue. I was told that the group did not necessarily feel comfortable talking to the Department Director. I asked if they would be willing to elaborate and tell me why. I was told that "they did not feel that Lawrence Hemingway would be sympathetic to the side of the victims".

Casey Solomon
Human Resources Specialist
Administrative Services
Lorraine Morton Civic Center
City of Evanston

2100 Ridge Ave | Evanston, IL 60201 | 847/448-8242
csolomon@cityofevanston.org | cityofevanston.org



*Look for your 2020 U.S. Census invitation in the mail March 12–20.
Make sure Evanston counts! cityofevanston.org/census*

For years, women working at the Evanston beaches have been disrespected, taken advantage of, and been made uncomfortable by their fellow staff members. We have been the butt of the joke at this "boy's club" we call a workplace. In recent years, a certain employee has made numerous inappropriate comments and advances towards underage women. When this was brought to the attention of our superiors, he was given nothing more than a slap on the wrist. By signing this petition, we are acknowledging that all of us have experienced this unacceptable behavior. We demand that the person previously mentioned is demoted, and put in a position where he will have no contact with any guards or gate staff. In addition, we demand that our male coworkers, especially those in supervisory positions, be held accountable for their actions and taught that abusing their power is unacceptable. Our supervisors tell us to speak up if we are experiencing discomfort, all the while knowing that the male employee responsible will never be punished. This is setting a precedent for all male employees, while simultaneously showing the female employees that their safety is not valued in this work environment. We will not continue to work in an environment that puts the job of a predator over the rights of every employee at the beach. We deserve better and we need to do better.

From the City of Evanston Policy Prohibiting Sexual Harassment, updated 1/7/19

II. DEFINITION OF SEXUAL HARASSMENT

This policy adopts the definition of sexual harassment as stated in the Illinois Human Rights Act, which currently defines sexual harassment as:

Any unwelcome sexual advances or requests for sexual favors or any conduct of a sexual nature when:

- (1) Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment,
- (2) Submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual, or
- (3) Such conduct has the purpose or effect of substantially interfering with an individual's work performance or creating an intimidating, hostile or offensive working environment.

Conduct which may constitute sexual harassment includes, but is not limited to:

- Verbal: sexual innuendos, suggestive comments, insults, humor, and jokes about sex, anatomy or gender-specific traits, sexual propositions, threats, repeated requests for dates, or statements about other employees, even outside of their presence, of a sexual nature.
- Non-verbal: suggestive or insulting sounds, whistling, leering, obscene gestures, sexually suggestive bodily gestures, "catcalls," "smacking" or "kissing" noises.
- Visual: posters, pictures, signs, drawings, pin-ups or slogans of a sexual nature, viewing pornographic material or websites.
- Physical: touching, unwelcome hugging or kissing, pinching, brushing the body, patting, any coerced sexual act or actual assault.
- Textual/Electronic: "sexting" (electronically sending messages with sexual content, including pictures and video), the use of sexually explicit language, harassment, cyber stalking and threats via all forms of electronic communication (e-mail, text/picture/video messages, intranet/on-line postings, blogs, instant messages and social network websites like Facebook and Twitter).

V. *CONSEQUENCES OF A VIOLATION OF THE PROHIBITION ON SEXUAL HARASSMENT*

Any person who violates this policy or the Prohibition on Sexual Harassment shall be subject to disciplinary action, up to and including termination, in addition to any and all other discipline that may be applicable pursuant to City policies, employment agreements, procedures, employee handbooks and/or collective bargaining agreements. Each violation may constitute a separate offense. Any discipline imposed by the City shall be separate and distinct from any fines, damages, or penalties imposed by a court of law or a State or Federal agency.

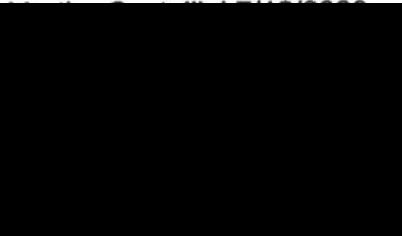
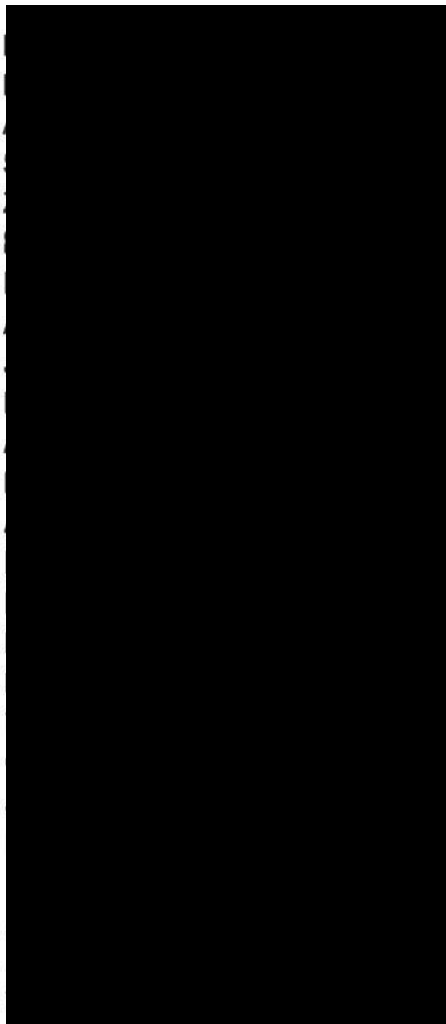
Under Illinois law, "consent" is defined as "a freely given agreement to the act of sexual penetration or sexual conduct in question. Lack of verbal or physical resistance or submission by the victim resulting from the use of force or threat of force by the accused shall not constitute consent. The manner of dress of the victim at the time of the offense shall not constitute consent." Additionally, "person who initially consents to sexual penetration or sexual conduct is not deemed to have consented to any sexual penetration or sexual conduct that occurs after he or she withdraws consent during the course of that sexual penetration or sexual conduct."

720 Ill. Comp. Stat. Ann. 5/11-1.70

Sign Names Below:

1. [REDACTED]
2. [REDACTED]
3. [REDACTED]
4. [REDACTED]
5. [REDACTED]
6. [REDACTED]
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- PLEASE feel free write any action you would like the city to take in response to this petition!!

1. The lakefront and the Evanston Parks, Recreation, & Community Services dept. must release a public apology for having recognized but not addressed the blatant sexism, sexual harassment, assault, racism, and discrimination that occurs at the lakefront
 - Apologize directly to survivors, their families, and all lakefront employees for consistently placing underage employees in oppressive, uncomfortable, and dangerous situations and in close proximity with sexual predators
 - This apology absolutely **must include** an admission of responsibility for placing underage employees in danger

2. Adopt a zero tolerance policy for sexual assault and harassment; commit to protecting future employees with a special emphasis on underage employees
3. Terminate the employment of any of the supervisors or employees guilty of assault & / or harassment (indicated here or below), as well as the employment of those with existing complaints filed against them
 - Terminate the employment of [REDACTED]
 -
4. Require that **every staff member** attend a sexual assault and harassment training for **every year** that they are employed - preferably have this run by an outside / contracted company
 - **This must be completed as a condition for employment - just as certain PT / physical tests are required by the lakefront, this must be as well**
5. Establish protocol for rookies and returning employees to report or file claims when sexual assault or harassment does occur in the workplace
 - Establish ANNUAL EDUCATION on this process for ALL rookies and returning employees
 - Establish an **anonymous process** for survivors / anyone to report claims while retaining their privacy in the workplace

TRIGGER WARNING

If you would like to elaborate on an instance of harassment you have experienced, please share below if you are comfortable doing so. You can keep it anonymous if you prefer:

DISCLAIMER: We are planning to share these anonymous stories with Ray and Adam as we work with them to figure out a solution. If you are not okay with your story being shared, please feel free to erase it. Thank you.

Please know that if you ever need anyone to talk to, you can always reach out to us [REDACTED] We are here for you.

I repeatedly witnessed my 23 year old male supervisor commenting inappropriately on my 16 year old female coworkers bodies'. The supervisor would make statements such as, "it's getting harder to ignore these rookies when they're this hot," or "xxx may be 16, but she could get it"

I was repeatedly sent to the same beach because the supervisors knew that the manager was "into me." Even after turning down his sexual advances this continued.

Witnessed my supervisor (quite literally) interrogate a younger female employee about an intimate body piercing in front of all her coworkers and guards. During an "in service"

During my term of employment as a (rookie) lifeguard, I was raped by a manager who is currently working as a supervisor at the lakefront. I was 17 at the time and he was 21.

This took place at a party that was thrown by a 23-year old supervisor where multiple other underage female guards were present. Numerous other guards, managers, and supervisors knew this had occurred. Despite my status as a minor, male managers and supervisors who knew of my experience presumed that it was consensual, and found it appropriate to discuss my experience at work. They made comments such as "how's xxx? And in bed?".

The beach is a toxic work environment that openly welcomes and perpetuates racism, sexism, sexual misconduct, and predatory behavior. I have witnessed the very same (white) supervisors and managers who are guilty of the sexual harassment described in this list make racist remarks - doing everything from calling other employees racial slurs (literally referring to one employee as "brown boy" in lieu of his name) to racially profiling beach patrons.

During former training, there was a comment made about how there were complaints that guards wore their swimsuits inappropriately. After saying this, I was directly stared at not only by every single guard, manager, and supervisor in the room but also the instructor of former training. This was completely humiliating in front of all the other people working.

I know of multiple men currently working at the lakefront who have pursued sex / sexual activity with underage female employees.

When I was 16 and 17, two of my male supervisors who were in their twenties said that they would have wanted to pursue sex with me if I was not underaged.

I was 16 during my rookie year at the beach. During this year, I came down from my guard shift in chair and was informed that one of the supervisors had told everyone else working at the beach that day that I had a "cute face and a nice body."

When I was a rookie (16 years old) supervisors would make sexual comments publicly about marks on my neck in front of all the other guards in the beach office who were coming back from their shifts.

Working at the beach has been one of the worst things to ever happen to me. I have since pursued other guarding jobs but was forced to quit after having panic attacks while on rotation. This was solely due to the harassment and toxic working conditions I experienced while working at the beach.

In addition to numerous sexual advances made by male co-workers in higher positions, the beach as a whole is extremely toxic and sexist as women are continuously silenced regardless of physical and intellectual capability. There have even been instances where in classroom training sessions, one of the men with the highest positions would make

inappropriate "jokes" about women. In one specific instance after he made a comment, all of the men in the room laughed and the women were left shocked and unable to say anything.

Last summer a current supervisor had an intimate relationship with an underaged 17 year old. This same exact supervisor felt the need to belittle another supervisor who made advances on a 15 year old minor, even though he too was also hitting on a minor.

Every year I have worked at the beach I have witnessed my male coworkers on a daily basis making inappropriate and crude remarks about our female coworkers' bodies.

When I spoke out about the sexual harassment, racism, and sexism I had experienced at the beach on my private social media page, screenshots of my account were shared with managers and supervisors who ridiculed me behind my back.

Older guards and managers have also seen the example of supervisors and have now begun making advances on younger guards and rookies because this behavior isn't punished.

Almost all of the male supervisors constantly place the male guards above the females when it comes to scheduling and treatment. As a female guard, I feel like I'll never be valued or treated like an adequate guard unless a male supervisor is interested in me. Even then, male guards that are less qualified are still treated better.

As a rookie, there was a game called "beach crush" which was super common and every time you were sent to a beach you were asked your different beach crush (ie rookie crush, former crush etc...). On several occasions I had to listen to male managers who were at least 20, when I was 16, talk about their female rookie crushes (other 16 year olds and minors) and their bodies.

My rookie year, I overheard and was told about a sexual experience between a former (female) and a 2nd year+ manager (male) in vulgar detail and judgement. Her "performance" was ridiculed and laughed at by the two male managers.

I can remember MULTIPLE instances my manager year when there were one too many managers for the number of beaches. Despite the fact that I was at the same level or even, (in once instance), of higher seniority, from my male coworkers, they were selected over me to manage the beach I traditionally managed for the day. Even if these multiple decisions had nothing to do with the fact that I am a woman, that is precisely how it came off as a female in the beach environment.

The summers I have worked at the beach I have seen the men in higher positions who are on power trips not only sexualize women who are minors but punish them for not feeling the same way towards them. The guy managers request guards who they have "beach crushes" on and the supervisors play along. Supervisors prey on younger females and it is a toxic workplace where myself and many women do not feel comfortable due to certain male supervisors.

Supervisors not only pursue younger (underage) women but sexualize and make jokes about them. I'd be surprised if I could go a day working and not hear an inappropriate comment towards another female (underage) employee from a higher up or manager. This does not help the fact that the beach is already built on sexist biases that degrade women and pin them against men.

The power trip that comes with being a higher up as a male is ridiculously problematic. One time when I was a rookie, I was in chair when the manager, a male who was particularly rude and power hungry, climbed into chair with me. I had worked 3 days straight with him, because I was told he requested me. We were told managers would come into chair with you to mentor your scanning techniques. However, this manager used his time to quiz me on things unrelated to anything water related, and continuously threatened me with loads of PT if I hesitated or got anything wrong. He stayed up there for ½ my shift.

Beach culture favors the guys. It teaches them that it is okay to objectify and pursue underage girls several years younger than them. It teaches girls that standing up for yourself has negative consequences.

Honestly just the blue shirts in general gives these boys too much power and it gets to their heads

As soon as almost any male coworker moves up in position they automatically feel that they have the power to control others and no longer feel the need to set an example or acknowledge their responsibilities. I have personally felt treated unfairly and only feel like my actions are recognized and emphasized when I perform something poorly.

The fact that managers are allowed to "request" certain guards at their beaches, and that male managers have abused this privilege extensively, speaks directly to the objectification of women that occurs daily at the lakefront. Women and underage girls are not objects and should not be treated as such, but the culture and power structures of the beach office directly reward those who treat women in this way.

I worked in the beach office for a brief period of time and the language and discussion topics of the managers shocked me as so unprofessional. The fact that there are so many male managers leads to horrible power dynamics, immature handling of situations,

slut shaming- and seeming like they are on a summer long power trip. The hierarchy is so enforced and the combined social culture created a toxic environment that serves male guards at the expense of younger women.

My supervisor rookie year would not leave me alone, ever. There is definitely favoritism played to girls who are wanted by managers/staff. One supervisor told me he "enjoyed watching me struggle while strapped down" while I was being victim for a spinal injury drill. A culture that may once have been coworkers developing feelings on the job truly has turned predatory in nature as older workers eagerly await new female workers, and opportunities to see them in their work uniform; a bikini and swim suit. If male workers cannot handle women in summer clothing, doing hard work and being successful at it, they truly do not deserve the job. I was devastated to talk to a young (15yo) girl who had a crush on one supervisor with a history of such behavior. She saw it as a harmless crush and when I confronted him about it, he made sure to admonish her for speaking to anyone about them talking. He still works there, she doesn't. Professionalism should not just apply to dealings with patrons.

In my years working at the beach, I have heard male staff members make objectifying, degrading comments towards women coworkers more times than I can count. I always felt powerless to speak up or say anything because this kind of behavior is so normalized here. When I was 17 and a new gate attendant, one supervisor who was about 7 years older than me offered on several occasions to take me out on the boat with him, which I always refused because it made me so uncomfortable. Last year, another supervisor would hang around me when I was working and make constant flirtatious comments; he only stopped when I finally told him I was gay, to which he responded, "When did you make that decision?" After that, the flirting stopped, and instead he cracked jokes about my sexuality in front of our other coworkers.

When I was a rookie (16) a male supervisor let everyone else clock out from their late shift except me. He told me that I had to mop the office and sat there and watched me mop the whole time. At that point it was pitch black outside and we were the only ones in the beach office.

It's sad that girls (including underage) are pressured into having sexual relationships with supervisors or managers and get special treatment because of this at the beach.

I did not come back to working at the beach this year because of my extremely negative experience with a supervisor last year where he would make comments about my body, harass me into hanging out with him (I didn't), ect. It got to the point where somebody else reported it to management.

There are multiple male supervisors that make fun of and get mad about this ONE guy that is the initial reason for the petition and they are doing the exact same thing. It's not just one person, it's many.

Repeatedly witnessed supervisors prey on underage girls and essentially prime them for when they were older. One supervisor constantly commented on the bodies of the younger (16-17) girls within earshot of me. I witnessed a "hot-seat" in service where a lifeguard was questioned about body piercings. Furthermore, I was punished for not turning in an end date and forced to jump in the water and roll in the sand in front of patrons as well as other guards with intentions to humiliate me.

The fact that I can think of FIVE (5!) different supervisors that perfectly fit the description in this petition shows that there is a major misogyny problem at the beach.

My rookie year (I was 16 y.o) a (male) supervisor, who had previously tried to force himself on me on multiple occasions, tried to set me up with his friend (non beach employee) at a party. Aforementioned friend (23 y.o) ended up pressuring and eventually cornering me into a nonconsensual "hook up." Next day during my shift the same supervisor made me do a "hot seat" in service where he grilled me about what happened, threatening pt if I didn't share or "give enough detail."

There is a Snapchat group chat with just males that work or have worked at the beach and they openly discuss/make fun of other women's bodies at the beach and discuss them in a sexual way. This group chat is still active.

As a rookie (16) one of the managers used to follow me around the beach, and I was always placed at the beach he managed even though I told him many times I wasn't interested, and I was underaged. At guard banquet that summer, he pulled me aside and shoved me against a wall, forcing himself on me, kissing and touching me. I shoved him off. He approached me several other times that night. At work the next couple of weeks, other guards and supervisors made comments about us, asking jokingly about my night with him. Fuck that.

I worked as a ticket guard and then was offered a position working at the beach office. I declined because I was genuinely nervous about being around male guards and supervisors. It was such an unwelcoming work environment and I experienced countless remarks made about me making mistakes or asking questions because I am a woman and also comments about my weight. I tried to work at the dog beach as often as I could so I could be alone.

As a rookie I was punished with solo PT (2 run-swim-runs and 40 pushups) while one supervisor screamed, "You are just a lowly guard! You aren't shit here! I own you!!!" at me as I did pushups at his feet.

Last summer I had a relationship with another employee at the beach. The morning after the first night we spent together, a male supervisor praised the person I was hooking up with saying things like "good job" and "we have all been trying to get with that for a long time." I felt completely objectified upon hearing about this. I was even more disgusted because this said supervisor was one of my very close friends.

During my year as a former (2nd year guard), one of my supervisors, who was also a close friend of mine at the time, asked if he could do cocaine off of an intimate part of my body. I was caught completely off-guard and did not know how to respond to him without making him feel uncomfortable as well. I managed to say no and just laugh it off as a joke. I pushed this memory into the furthest corner of my brain and I'm finally dredging it back up now. Looking back and recounting the things that actually happened while working at the beach, I realize now that not only my superiors, but also people I considered my friends were sexually harassing my fellow female coworkers and myself daily. Trauma like this takes time to process and nearly four years later I am finally understanding what happened to us.

I suggest that the city take two specific actions to mitigate these recurring issues: firstly, I urge the higher ups at the city to adopt a zero tolerance policy for sexual harassment as most workplaces already have these provisions in place, and secondly, require every staff member to attend a sexual harassment training (preferably run by an outside, contracted company) in order for all staff to clearly know the boundaries of what is acceptable, and how to report instances to management to prevent this from continuing further.

When I was a rookie (17) I had a sexual relationship with a supervisor (23). Parts of it were consensual, but there were also instances where the supervisor took advantage of situations when I was highly intoxicated and unable to consent. After a party, he wanted to come over. I texted him that I was drunk and throwing up, and he told me over text that I was "wasting his time." I don't believe that I was conscious when we had sex and I don't remember it. In the days following this incident, he gave me a half apology and asked me not to tell anyone because he "needed this job." There were other instances where I asked him to stop because I was tired or in pain and he either continued anyway or stood over me and masturbated. Months later, I started getting panic attacks and am still dealing with trauma from what happened. The same supervisor also bragged to me about another underage girl from the beach who he had sex with. I am not sharing this to get anyone in legal trouble. But I hope that this can help enlighten higher ups to the type of behavior that goes on at the beach. This supervisor was well liked and respected, and I didn't think that people would take me seriously if I spoke up. He prides himself on being a "role model" and handling instances of sexual harassment by "talking to" male guards or PTing them instead of going to Adam or Ray. I think it's clear that the higher ups need to make it more of a priority to be aware of and involved with what goes on

both on and off the clock because clearly the way it's being handled now isn't working. I also want to be clear that this behavior is not limited to one or two supervisors. Sexual harassment and sexism are typical, almost expected behavior. I can name three other supervisors who have either made inappropriate comments or unwanted sexual advances toward me. This is not something that can continue to be pushed under the rug and ignored.



Date : 7/31/2020 2:24:14 PM
From : "Jennifer Lin"
To : "Karen Hawk"
Subject : FW: Female Lakefront Staff Meeting
Attachment : Female Lakefront Staff Harassment and Abuse Allegations.pdf;

From: [Casey Solomon](#)
Sent: Thursday, July 23, 2020 3:05 PM
To: [Jennifer Lin](#)
Subject: Female Lakefront Staff Meeting

Jen:

As we discussed, a group of four female Lakefront Seasonal Staff, who have worked for the city for several summers, requested a meeting with Adam Abajian, Ray Doerner, and Human Resources that we held last Wednesday, July 15.

The group started the meeting by presenting Ray Doerner, Adam Abajian and I, with the attached document: a collective list of complaints of alleged sexual harassment and discrimination allegations by female beach staff that includes anecdotes that span across the careers of at least 52 current female staff at the beach. The document also includes requests for how they feel the city can improve conditions at the beach and try to remediate the discriminatory, abusive, and objectifying environment for female beach staff.

The group said that they permitted any female lakefront seasonal staff to list their uncensored stories and demands anonymously on this Google Doc.

The four women who had spearheaded these efforts said that they did not want to be punitive toward the alleged perpetrators but wanted to advise the city of the toxic environment experienced by female staff at the beaches. They said that staff fear retaliation and want to keep the complaints anonymous.

There had been a significant misunderstanding by staff regarding the process for Sexual Harassment complaints. One of them stated that they had were told years ago that charges should be reported using the Incident Report. Those reports would then need to be signed by the Supervisors, who are often the perpetrators or the friends of the perps. Such a process would set the stage for retaliation and therefore deter staff from filing their complaints.

The women stated that one supervisor threatened suicide after becoming aware of these complaints coming forward. They said they do not want to disclose his or other offender's names or seek any punishment for him or the other staff.

Many of the reports involve situations that transpired outside of work. Unfortunately, many of the younger (some as young as 15) beach minor staff hang-out and party with adult aged staff, many of whom are in their mid-twenties, outside of work. Alcohol and drugs are consumed by adult and minor beach staff at these after-work parties, and the men use the inebriation to take advantage of the girls and women. Though these assaults take place outside of work, many reported offenders are supervisors to these young women abused who used their authority over them at work to coerce them into sexual encounters with them or their friends. This dynamic has led to many incidents of alleged sexual taunting, body shaming, assaults, and statutory rape. According to the women, only in the past couple of years have female staff been elevated to the supervisor position, and this balance of power dynamic has contributed to these abuses.

I explained that there is an established reporting system for Sexual Harassment policy infractions, and that is supposed to be explained to staff. HR has typically presented at the seasonal training sessions at the start of the summer. However, due to COVID, this year's training was done through Google Education and did not include an in-person presentation.

Adam Abajian told me that Lakefront Staff had not attended seasonal staff training sessions for the past two years, due to scheduling conflicts between the required Lifeguard training and the dates for these presentations. Adam claimed that Ann Marie has been unwilling to adjust the dates and times of the annual training or add additional offerings since she was assigned their coordination. I am not sure why Adam did pursue his concerns about staff not receiving the training up the chain of command.

Adam later told me that all 2020 Lakefront staff had signed off on the Sexual Harassment policy, though this policy was not reinforced or elaborated upon with a conversation.

List of Demands

1. The lakefront and the Evanston Parks, Recreation, & Community Services dept, must release a public apology for having recognized but not addressed the blatant sexism, sexual harassment, assault, racism, and discrimination that occurs at the lakefront
 - Apologize directly to survivors, their families, and all lakefront employees for consistently placing underaged employees in oppressive, uncomfortable, and dangerous situations and in close proximity with sexual predators
 - This apology absolutely must include an admission of responsibility for placing underage employees in danger

2. Adopt a zero tolerance policy for sexual assault and harassment; commit to protecting future employees with a special emphasis on underage employees
 3. Terminate the employment of any of the supervisors or employees guilty of assault & / or harassment (indicated here or below), as well as the employment of those with existing complaints filed against them
 - Terminate the employment of Graham Becker Chiu
 4. Require that every staff member attend a sexual assault and harassment training for every year that they are employed - preferably have this run by an outside / contracted company
 - This must be completed as a condition for employment - just as certain PTI physical tests are required by the lakefront, this must be as well
 5. Establish protocol for rookies and returning employees to report or file claims when sexual assault or harassment does occur in the workplace
- Establish ANNUAL EDUCATION on this process for ALL rookies and returning employees
- Establish an anonymous process for survivors / anyone to report claims while retaining their privacy in the workplace

I explained that the City does have a zero-tolerance policy for Sexual Harassment and apologized that staff have not received sufficient training regarding the complaint process. I told the group that we cannot act based on anonymous complaints, as we would need to confirm facts through an investigation before taking action accused against staff.

I asked the group to encourage their coworkers to come forward with any issues. The women explained that their colleagues feared the possibility of retaliation. I explained that retaliation would not be tolerated and would need to be investigated. and that we explain this to anyone interviewed as part of a complaint.

I asked for more information regarding the specific request to terminate Graham Becker Chiu. I was told that the complainants needed to respect the anonymity of their coworkers. The group replied that they had allowed staff to add whatever they wanted to the document, including the demand section, to avoid limiting their ability to express their grievances and requests to remediate these problems. I informed them that we need some essential details to guide any meaningful investigation.

I suggested that HR coordinate Harassment Training for Lakefront staff to occur this summer, including a specific section on adult/minor relationships and legal implications. I put forth the idea of a female support group or mentoring program pairing senior female beach staff with rookies to empower female staff, foster a supportive environment, and encourage reporting of offenses.

The women feel that there is such a disconnect between lakefront staff and HR (they said they had not realized that The City had an HR division). I suggested that we prominently include contact information for HR as part of the training to facilitate communication. At one point, the women expressed a desire to have a female HR Rep with whom to lodge these complaints. They would feel more comfortable having these uncomfortable conversations with another woman.

The women expressed a desire for the periodic presence of HR at the Lakefronts. I am willing to make periodic check-ins or have some sort of regular schedule at beach offices. However, I see that this may pose a challenge as HR is already very occupied with getting staff into the system and paid during the summers.

We plan to meet again in the next couple of weeks to discuss how we can help make working at the lakefront comfortable for women.

These critical matters are complicated by the "cross-generational" staff working at the beach and the fact that youth are more inclined to blend social and work relationships than more mature workers. It may be a good idea to begin only hiring adults for the lakefront starting next year. However, this will present challenges in terms of recruiting adequate staffing at the lakefront. Another more drastic approach would be to use a contracted vendor to provide these services and absorb the associated liabilities.

I want to encourage beach staff not to fraternize outside of work. I know that it is not realistic to believe that this will stop that from occurring. However, we need to discuss the inherent risks associated with these parties where minors and adults are co-mingling.

Now that I have read the document, I plan to very strongly encourage these brave women to empower their peers to report any criminal offenses to law enforcement. The unfortunate reality is that the predators who enacted sexual violence against women, whether under 18 or over, likely feel emboldened to repeat these offenses.

I had explained that we would need to have further meetings and that the attendance of those meetings will likely need to include the HR Manager, Department Director, Assistant Director, and possibly Interim City Manager. Sensing an uncomfortable pause, I asked if there was an issue. I was told that the group did not necessarily feel comfortable talking to the Department Director. I asked if they would be willing to elaborate and tell me why. I was told that "they did not feel that Lawrence Hemingway would be sympathetic to the side of the victims".

Administrative Services
Lorraine Morton Civic Center
City of Evanston

2100 Ridge Ave | Evanston, IL 60201 | 847/448-8242
csolomon@cityofevanston.org | cityofevanston.org



*Look for your 2020 U.S. Census invitation in the mail March 12–20.
Make sure Evanston counts! cityofevanston.org/census*

For years, women working at the Evanston beaches have been disrespected, taken advantage of, and been made uncomfortable by their fellow staff members. We have been the butt of the joke at this "boy's club" we call a workplace. In recent years, a certain employee has made numerous inappropriate comments and advances towards underage women. When this was brought to the attention of our superiors, he was given nothing more than a slap on the wrist. By signing this petition, we are acknowledging that all of us have experienced this unacceptable behavior. We demand that the person previously mentioned is demoted, and put in a position where he will have no contact with any guards or gate staff. In addition, we demand that our male coworkers, especially those in supervisory positions, be held accountable for their actions and taught that abusing their power is unacceptable. Our supervisors tell us to speak up if we are experiencing discomfort, all the while knowing that the male employee responsible will never be punished. This is setting a precedent for all male employees, while simultaneously showing the female employees that their safety is not valued in this work environment. We will not continue to work in an environment that puts the job of a predator over the rights of every employee at the beach. We deserve better and we need to do better.

From the City of Evanston Policy Prohibiting Sexual Harassment, updated 1/7/19

II. DEFINITION OF SEXUAL HARASSMENT

This policy adopts the definition of sexual harassment as stated in the Illinois Human Rights Act, which currently defines sexual harassment as:

Any unwelcome sexual advances or requests for sexual favors or any conduct of a sexual nature when:

- (1) Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment,
- (2) Submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual, or
- (3) Such conduct has the purpose or effect of substantially interfering with an individual's work performance or creating an intimidating, hostile or offensive working environment.

Conduct which may constitute sexual harassment includes, but is not limited to:

- Verbal: sexual innuendos, suggestive comments, insults, humor, and jokes about sex, anatomy or gender-specific traits, sexual propositions, threats, repeated requests for dates, or statements about other employees, even outside of their presence, of a sexual nature.
- Non-verbal: suggestive or insulting sounds, whistling, leering, obscene gestures, sexually suggestive bodily gestures, "catcalls," "smacking" or "kissing" noises.
- Visual: posters, pictures, signs, drawings, pin-ups or slogans of a sexual nature, viewing pornographic material or websites.
- Physical: touching, unwelcome hugging or kissing, pinching, brushing the body, patting, any coerced sexual act or actual assault.
- Textual/Electronic: "sexting" (electronically sending messages with sexual content, including pictures and video), the use of sexually explicit language, harassment, cyber stalking and threats via all forms of electronic communication (e-mail, text/picture/video messages, intranet/on-line postings, blogs, instant messages and social network websites like Facebook and Twitter).

V. *CONSEQUENCES OF A VIOLATION OF THE PROHIBITION ON SEXUAL HARASSMENT*

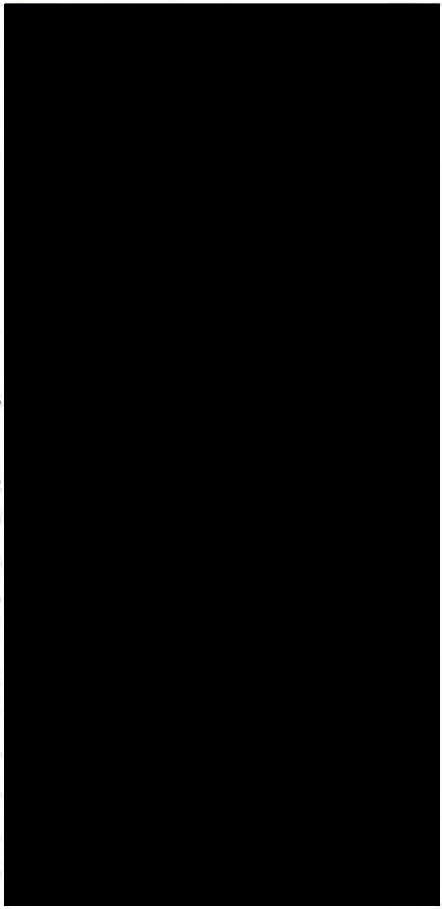
Any person who violates this policy or the Prohibition on Sexual Harassment shall be subject to disciplinary action, up to and including termination, in addition to any and all other discipline that may be applicable pursuant to City policies, employment agreements, procedures, employee handbooks and/or collective bargaining agreements. Each violation may constitute a separate offense. Any discipline imposed by the City shall be separate and distinct from any fines, damages, or penalties imposed by a court of law or a State or Federal agency.

Under Illinois law, "consent" is defined as "a freely given agreement to the act of sexual penetration or sexual conduct in question. Lack of verbal or physical resistance or submission by the victim resulting from the use of force or threat of force by the accused shall not constitute consent. The manner of dress of the victim at the time of the offense shall not constitute consent." Additionally, "person who initially consents to sexual penetration or sexual conduct is not deemed to have consented to any sexual penetration or sexual conduct that occurs after he or she withdraws consent during the course of that sexual penetration or sexual conduct."

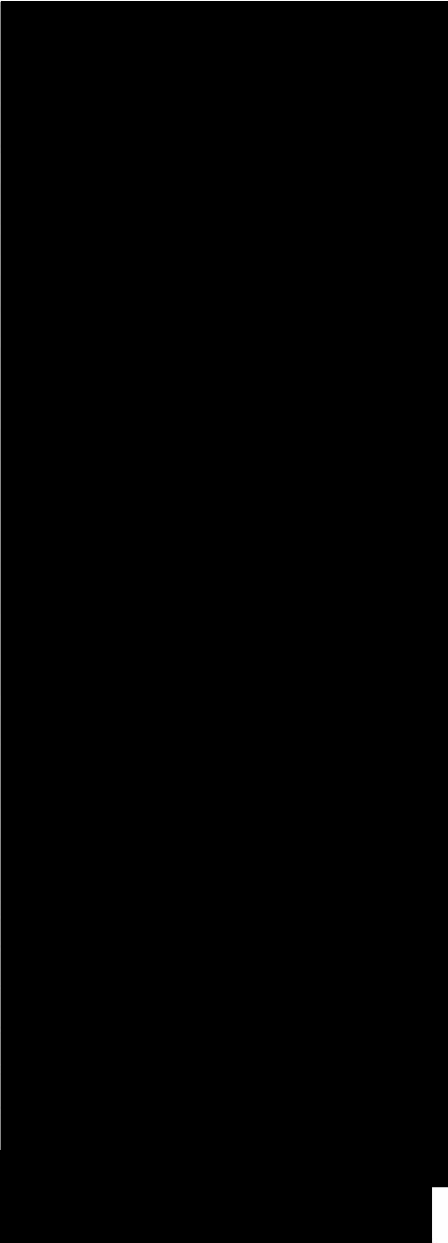
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- PLEASE feel free write any action you would like the city to take in response to this petition!!

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 - Terminate the employment of [REDACTED]
 -
4. Require that **every staff member** attend a sexual assault and harassment training for **every year** that they are employed - preferably have this run by an outside / contracted company
 - **This must be completed as a condition for employment - just as certain PT / physical tests are required by the lakefront, this must be as well**
5. Establish protocol for rookies and returning employees to report or file claims when sexual assault or harassment does occur in the workplace
 - Establish ANNUAL EDUCATION on this process for ALL rookies and returning employees
 - Establish an **anonymous process** for survivors / anyone to report claims while retaining their privacy in the workplace

TRIGGER WARNING

If you would like to elaborate on an instance of harassment you have experienced, please share below if you are comfortable doing so. You can keep it anonymous if you prefer:

DISCLAIMER: We are planning to share these anonymous stories with Ray and Adam as we work with them to figure out a solution. If you are not okay with your story being shared, please feel free to erase it. Thank you.

Please know that if you ever need anyone to talk to, you can always reach out to us [REDACTED] We are here for you.

I repeatedly witnessed my 23 year old male supervisor commenting inappropriately on my 16 year old female coworkers bodies'. The supervisor would make statements such as, "it's getting harder to ignore these rookies when they're this hot," or "xxx may be 16, but she could get it"

I was repeatedly sent to the same beach because the supervisors knew that the manager was "into me." Even after turning down his sexual advances this continued.

Witnessed my supervisor (quite literally) interrogate a younger female employee about an intimate body piercing in front of all her coworkers and guards. During an "in service"

During my term of employment as a (rookie) lifeguard, I was raped by a manager who is currently working as a supervisor at the lakefront. I was 17 at the time and he was 21.

This took place at a party that was thrown by a 23-year old supervisor where multiple other underage female guards were present. Numerous other guards, managers, and supervisors knew this had occurred. Despite my status as a minor, male managers and supervisors who knew of my experience presumed that it was consensual, and found it appropriate to discuss my experience at work. They made comments such as "how's xxx? And in bed?".

The beach is a toxic work environment that openly welcomes and perpetuates racism, sexism, sexual misconduct, and predatory behavior. I have witnessed the very same (white) supervisors and managers who are guilty of the sexual harassment described in this list make racist remarks - doing everything from calling other employees racial slurs (literally referring to one employee as "brown boy" in lieu of his name) to racially profiling beach patrons.

During former training, there was a comment made about how there were complaints that guards wore their swimsuits inappropriately. After saying this, I was directly stared at not only by every single guard, manager, and supervisor in the room but also the instructor of former training. This was completely humiliating in front of all the other people working.

I know of multiple men currently working at the lakefront who have pursued sex / sexual activity with underage female employees.

When I was 16 and 17, two of my male supervisors who were in their twenties said that they would have wanted to pursue sex with me if I was not underaged.

I was 16 during my rookie year at the beach. During this year, I came down from my guard shift in chair and was informed that one of the supervisors had told everyone else working at the beach that day that I had a "cute face and a nice body."

When I was a rookie (16 years old) supervisors would make sexual comments publicly about marks on my neck in front of all the other guards in the beach office who were coming back from their shifts.

Working at the beach has been one of the worst things to ever happen to me. I have since pursued other guarding jobs but was forced to quit after having panic attacks while on rotation. This was solely due to the harassment and toxic working conditions I experienced while working at the beach.

In addition to numerous sexual advances made by male co-workers in higher positions, the beach as a whole is extremely toxic and sexist as women are continuously silenced regardless of physical and intellectual capability. There have even been instances where in classroom training sessions, one of the men with the highest positions would make

inappropriate "jokes" about women. In one specific instance after he made a comment, all of the men in the room laughed and the women were left shocked and unable to say anything.

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Almost all of the male supervisors constantly place the male guards above the females when it comes to scheduling and treatment. As a female guard, I feel like I'll never be valued or treated like an adequate guard unless a male supervisor is interested in me. Even then, male guards that are less qualified are still treated better.

As a rookie, there was a game called "beach crush" which was super common and every time you were sent to a beach you were asked your different beach crush (ie rookie crush, former crush etc...). On several occasions I had to listen to male managers who were at least 20, when I was 16, talk about their female rookie crushes (other 16 year olds and minors) and their bodies.

My rookie year, I overheard and was told about a sexual experience between a former (female) and a 2nd year+ manager (male) in vulgar detail and judgement. Her "performance" was ridiculed and laughed at by the two male managers.

I can remember MULTIPLE instances my manager year when there were one too many managers for the number of beaches. Despite the fact that I was at the same level or even, (in once instance), of higher seniority, from my male coworkers, they were selected over me to manage the beach I traditionally managed for the day. Even if these multiple decisions had nothing to do with the fact that I am a woman, that is precisely how it came off as a female in the beach environment.

The summers I have worked at the beach I have seen the men in higher positions who are on power trips not only sexualize women who are minors but punish them for not feeling the same way towards them. The guy managers request guards who they have "beach crushes" on and the supervisors play along. Supervisors prey on younger females and it is a toxic workplace where myself and many women do not feel comfortable due to certain male supervisors.

Supervisors not only pursue younger (underage) women but sexualize and make jokes about them. I'd be surprised if I could go a day working and not hear an inappropriate comment towards another female (underage) employee from a higher up or manager. This does not help the fact that the beach is already built on sexist biases that degrade women and pin them against men.

The power trip that comes with being a higher up as a male is ridiculously problematic. One time when I was a rookie, I was in chair when the manager, a male who was particularly rude and power hungry, climbed into chair with me. I had worked 3 days straight with him, because I was told he requested me. We were told managers would come into chair with you to mentor your scanning techniques. However, this manager used his time to quiz me on things unrelated to anything water related, and continuously threatened me with loads of PT if I hesitated or got anything wrong. He stayed up there for ½ my shift.

Beach culture favors the guys. It teaches them that it is okay to objectify and pursue underage girls several years younger than them. It teaches girls that standing up for yourself has negative consequences.

Honestly just the blue shirts in general gives these boys too much power and it gets to their heads

As soon as almost any male coworker moves up in position they automatically feel that they have the power to control others and no longer feel the need to set an example or acknowledge their responsibilities. I have personally felt treated unfairly and only feel like my actions are recognized and emphasized when I perform something poorly.

The fact that managers are allowed to "request" certain guards at their beaches, and that male managers have abused this privilege extensively, speaks directly to the objectification of women that occurs daily at the lakefront. Women and underage girls are not objects and should not be treated as such, but the culture and power structures of the beach office directly reward those who treat women in this way.

I worked in the beach office for a brief period of time and the language and discussion topics of the managers shocked me as so unprofessional. The fact that there are so many male managers leads to horrible power dynamics, immature handling of situations,

slut shaming- and seeming like they are on a summer long power trip. The hierarchy is so enforced and the combined social culture created a toxic environment that serves male guards at the expense of younger women.

My supervisor rookie year would not leave me alone, ever. There is definitely favoritism played to girls who are wanted by managers/staff. One supervisor told me he "enjoyed watching me struggle while strapped down" while I was being victim for a spinal injury drill. A culture that may once have been coworkers developing feelings on the job truly has turned predatory in nature as older workers eagerly await new female workers, and opportunities to see them in their work uniform; a bikini and swim suit. If male workers cannot handle women in summer clothing, doing hard work and being successful at it, they truly do not deserve the job. I was devastated to talk to a young (15yo) girl who had a crush on one supervisor with a history of such behavior. She saw it as a harmless crush and when I confronted him about it, he made sure to admonish her for speaking to anyone about them talking. He still works there, she doesn't. Professionalism should not just apply to dealings with patrons.

In my years working at the beach, I have heard male staff members make objectifying, degrading comments towards women coworkers more times than I can count. I always felt powerless to speak up or say anything because this kind of behavior is so normalized here. When I was 17 and a new gate attendant, one supervisor who was about 7 years older than me offered on several occasions to take me out on the boat with him, which I always refused because it made me so uncomfortable. Last year, another supervisor would hang around me when I was working and make constant flirtatious comments; he only stopped when I finally told him I was gay, to which he responded, "When did you make that decision?" After that, the flirting stopped, and instead he cracked jokes about my sexuality in front of our other coworkers.

When I was a rookie (16) a male supervisor let everyone else clock out from their late shift except me. He told me that I had to mop the office and sat there and watched me mop the whole time. At that point it was pitch black outside and we were the only ones in the beach office.

It's sad that girls (including underage) are pressured into having sexual relationships with supervisors or managers and get special treatment because of this at the beach.

I did not come back to working at the beach this year because of my extremely negative experience with a supervisor last year where he would make comments about my body, harass me into hanging out with him (I didn't), ect. It got to the point where somebody else reported it to management.

There are multiple male supervisors that make fun of and get mad about this ONE guy that is the initial reason for the petition and they are doing the exact same thing. It's not just one person, it's many.

Repeatedly witnessed supervisors prey on underage girls and essentially prime them for when they were older. One supervisor constantly commented on the bodies of the younger (16-17) girls within earshot of me. I witnessed a "hot-seat" in service where a lifeguard was questioned about body piercings. Furthermore, I was punished for not turning in an end date and forced to jump in the water and roll in the sand in front of patrons as well as other guards with intentions to humiliate me.

The fact that I can think of FIVE (5!) different supervisors that perfectly fit the description in this petition shows that there is a major misogyny problem at the beach.

My rookie year (I was 16 y.o) a (male) supervisor, who had previously tried to force himself on me on multiple occasions, tried to set me up with his friend (non beach employee) at a party. Aforementioned friend (23 y.o) ended up pressuring and eventually cornering me into a nonconsensual "hook up." Next day during my shift the same supervisor made me do a "hot seat" in service where he grilled me about what happened, threatening pt if I didn't share or "give enough detail."

There is a Snapchat group chat with just males that work or have worked at the beach and they openly discuss/make fun of other women's bodies at the beach and discuss them in a sexual way. This group chat is still active.

As a rookie (16) one of the managers used to follow me around the beach, and I was always placed at the beach he managed even though I told him many times I wasn't interested, and I was underaged. At guard banquet that summer, he pulled me aside and shoved me against a wall, forcing himself on me, kissing and touching me. I shoved him off. He approached me several other times that night. At work the next couple of weeks, other guards and supervisors made comments about us, asking jokingly about my night with him. Fuck that.

I worked as a ticket guard and then was offered a position working at the beach office. I declined because I was genuinely nervous about being around male guards and supervisors. It was such an unwelcoming work environment and I experienced countless remarks made about me making mistakes or asking questions because I am a woman and also comments about my weight. I tried to work at the dog beach as often as I could so I could be alone.

As a rookie I was punished with solo PT (2 run-swim-runs and 40 pushups) while one supervisor screamed, "You are just a lowly guard! You aren't shit here! I own you!!!" at me as I did pushups at his feet.

Last summer I had a relationship with another employee at the beach. The morning after the first night we spent together, a male supervisor praised the person I was hooking up with saying things like "good job" and "we have all been trying to get with that for a long time." I felt completely objectified upon hearing about this. I was even more disgusted because this said supervisor was one of my very close friends.

During my year as a former (2nd year guard), one of my supervisors, who was also a close friend of mine at the time, asked if he could do cocaine off of an intimate part of my body. I was caught completely off-guard and did not know how to respond to him without making him feel uncomfortable as well. I managed to say no and just laugh it off as a joke. I pushed this memory into the furthest corner of my brain and I'm finally dredging it back up now. Looking back and recounting the things that actually happened while working at the beach, I realize now that not only my superiors, but also people I considered my friends were sexually harassing my fellow female coworkers and myself daily. Trauma like this takes time to process and nearly four years later I am finally understanding what happened to us.

I suggest that the city take two specific actions to mitigate these recurring issues: firstly, I urge the higher ups at the city to adopt a zero tolerance policy for sexual harassment as most workplaces already have these provisions in place, and secondly, require every staff member to attend a sexual harassment training (preferably run by an outside, contracted company) in order for all staff to clearly know the boundaries of what is acceptable, and how to report instances to management to prevent this from continuing further.

When I was a rookie (17) I had a sexual relationship with a supervisor (23). Parts of it were consensual, but there were also instances where the supervisor took advantage of situations when I was highly intoxicated and unable to consent. After a party, he wanted to come over. I texted him that I was drunk and throwing up, and he told me over text that I was "wasting his time." I don't believe that I was conscious when we had sex and I don't remember it. In the days following this incident, he gave me a half apology and asked me not to tell anyone because he "needed this job." There were other instances where I asked him to stop because I was tired or in pain and he either continued anyway or stood over me and masturbated. Months later, I started getting panic attacks and am still dealing with trauma from what happened. The same supervisor also bragged to me about another underage girl from the beach who he had sex with. I am not sharing this to get anyone in legal trouble. But I hope that this can help enlighten higher ups to the type of behavior that goes on at the beach. This supervisor was well liked and respected, and I didn't think that people would take me seriously if I spoke up. He prides himself on being a "role model" and handling instances of sexual harassment by "talking to" male guards or PTing them instead of going to Adam or Ray. I think it's clear that the higher ups need to make it more of a priority to be aware of and involved with what goes on

both on and off the clock because clearly the way it's being handled now isn't working. I also want to be clear that this behavior is not limited to one or two supervisors. Sexual harassment and sexism are typical, almost expected behavior. I can name three other supervisors who have either made inappropriate comments or unwanted sexual advances toward me. This is not something that can continue to be pushed under the rug and ignored.



Date : 7/16/2021 4:01:42 PM
From : "Patrick Deignan"
To : "Lawrence C. Hemingway" , "Aretha Barnes"
Subject : Fwd: City of Evanston Statement Regarding Lakefront Operations and Allegations of Misconduct: TEST

Just wanted to give you both a heads up that we'll be sending this out shortly.
Patrick

----- Forwarded message -----

From: City of Evanston <cityofevanston@public.govdelivery.com>
Date: Fri, Jul 16, 2021 at 3:59 PM
Subject: City of Evanston Statement Regarding Lakefront Operations and Allegations of Misconduct: TEST
To: <pdeignan@cityofevanston.org>



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Friday, July 16, 2021 | [View in browser](#)

City of Evanston Statement Regarding Lakefront Operations and Allegations of Misconduct

EVANSTON, IL - The City of Evanston has zero tolerance for sexual misconduct and is 100 percent committed to fostering a workplace climate and culture where all staff feel safe and respected.

As recently reported by WBEZ, four seasonal City of Evanston lakefront employees brought serious concerns to the City's attention in the summer of 2020 regarding the work environment at Evanston beaches and alleged misconduct by lakefront staff. The City is enormously grateful to the four employees who raised these issues, as well as others who shared concerns and anecdotes anonymously through a petition circulated among lakefront staff.

Following the WBEZ report, the City would like to clarify the events that occurred and detail the substantial actions taken to immediately respond to these issues and ensure a safe, healthy work environment for all lakefront employees.

In July 2020, City lakefront managers received an email from four female seasonal employees who requested a meeting to discuss concerns regarding the work environment at Evanston's lakefront. The City's Parks, Recreation and Community Services Department and Human Resources Division met with these employees within days and were presented with a petition containing a number of anonymous allegations of sexual misconduct, sexual harassment, sexism, racism and discrimination by lakefront staff. Although the allegations contained in the petition did not identify any specific individuals engaging in this behavior or provide a timeline for when the behavior occurred, the City was deeply concerned and immediately took the following actions:

- Lakefront staff were strongly encouraged to contact the City's Human Resources Division to provide specific accounts of the misconduct described in the petition and to identify individuals involved in this behavior so that an investigation could occur. Staff were also strongly encouraged to contact the Evanston Police Department regarding serious allegations of sexual assault and statutory rape, which were alleged to have occurred off-duty at after-hours parties.
- All lakefront staff were immediately required to attend a live sexual harassment training, which specifically reiterated the prohibition of sexual harassment and misconduct among lakefront employees and the consequences of violations. It also focused on the prohibition of sexual conduct and behavior involving minor employees and coworkers and reminded staff that off-duty misconduct was also inappropriate and

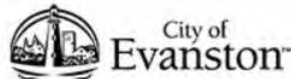
unacceptable.

- A trusted Parks, Recreation and Community Services Department employee was identified and designated to serve as a liaison with the City's Human Resources Division to receive any complaints and concerns from lakefront staff.
- A followup meeting was held with the four employees who provided the petition, where a collaborative plan was agreed upon to ensure safety and communication for the remainder of the 2020 season.
- In fall of 2020, the Parks, Recreation and Community Services Department reached out to the four employees and invited them to be a part of 2021 season preparations.
- In February 2021, the Parks, Recreation and Community Services Department met with the four employees to share remedial and additional training that would be required of lakefront staff for the 2021 season. Also presented were updated policies dealing with the other concerns they had previously raised in 2020, including compensation, COVID-19 safety protocols, and issues with difficult beach patrons.
- One male employee was not rehired for the 2021 season after further discussions with lakefront staff. There were no other allegations specific to any other individuals.

The safety and well-being of City staff is paramount, and all employees deserve a healthy work environment where everyone feels respected. Anything less than that is unacceptable. The City of Evanston regrets that there were staff who experienced a work environment that did not meet this standard. Despite the City's repeated efforts to attain the identity of those individuals alleged to have committed these violations to hold them accountable, the City was unable to identify specific individuals due to the anonymity of the complaints.

The City of Evanston has always held employees responsible when incidents of misconduct have been reported, but understands that it is also the City's responsibility to ensure that employees feel comfortable and empowered to report these issues if and when they occur. After taking the actions outlined above and engaging in an ongoing dialogue with lakefront staff, the City is confident that the appropriate measures have been implemented to respond to the serious issues raised and to ensure a safe, healthy environment for all lakefront staff and visitors.

-END-



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Patrick Deignan
Communications Manager

City Manager's Office
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pdeignan@cityofevanston.org | cityofevanston.org



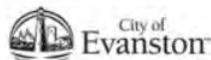
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Date : 7/16/2021 4:22:54 PM
From : "Lawrence C. Hemingway"
Subject : Fwd: City of Evanston Statement Regarding Lakefront Operations and Allegations of Misconduct: TEST

Lawrence C. Hemingway, CPRP, Director
Parks and Recreation Department
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2100 Ridge Ave
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FYI

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-END-



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Patrick Deignan
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Date : 7/16/2021 4:24:08 PM
From : "Lawrence C. Hemingway"
To : "Rosa Sriver"
Subject : Fwd: City of Evanston Statement Regarding Lakefront Operations and Allegations of Misconduct: TEST

Lawrence C. Hemingway, CPRP, Director
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From: **City of Evanston** <cityofevanston@public.govdelivery.com>
Date: Fri, Jul 16, 2021 at 3:59 PM
Subject: City of Evanston Statement Regarding Lakefront Operations and Allegations of Misconduct: TEST
To: <pdeignan@cityofevanston.org>



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Date : 8/3/2020 1:37:05 PM
From : "Lawrence C. Hemingway"
To : "Karen Hawk"
Subject : Fwd: Demands from the Evanston Lakefront Staff

Lawrence C. Hemingway, CPRP, Director
Parks, Recreation and Community Services
City of Evanston
2100 Ridge Ave
Evanston, Illinois 60201
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From: **Jennifer Lin** <jlin@cityofevanston.org>
Date: Fri, Jul 31, 2020 at 3:26 PM
Subject: Re: Demands from the Evanston Lakefront Staff
To: Erika Storlie <estorlie@cityofevanston.org>
Cc: Lawrence C. Hemingway <lhemingway@cityofevanston.org>, Casey Solomon <csolomon@cityofevanston.org>, Richardson, Kimberly <krichardson@cityofevanston.org>

Karen, Casey, Adam, Ray, and I spent over 2 hours this morning talking to these young people about their concerns. We have some action items which have already been scheduled.

Some of this stuff was definitely made more difficult because of Covid this year and I'm not sure much can be done before the beach season ends. We are already dealing with the sexual harassment issues which were raised.

As far as beach operations in the future (pay raises, hazard pay, etc.), we can talk about this more specifically in the fall as we assess beach operations for next year.

Here's a draft response you can send them:

Thank you for your email. I appreciate you bringing your concerns to my attention. I understand that you had a conversation with HR and the department Friday morning and that some meaningful discussions took place. I trust that HR will work with you and the department to make some improvements that will have some lasting and impactful change. I will also discuss some of the other concerns you have raised with the department.

...

On Fri, Jul 31, 2020 at 11:23 AM Erika Storlie <estorlie@cityofevanston.org> wrote:

Erika Storlie
Interim City Manager
City of Evanston
847.866.2936

----- Forwarded message -----

From: [REDACTED] <[REDACTED]@gmail.com>
Date: Thu, Jul 30, 2020 at 5:04 PM
Subject: Demands from the Evanston Lakefront Staff
To: <estorlie@cityofevanston.org>
Cc: <[REDACTED]@gmail.com>

Hello City Manager Storlie,

We are reaching out to you on behalf of the entire staff at the Evanston Lakefront. This season, several concerns have arisen in regards to the way we are being treated by the City of Evanston. We feel as though we are not receiving the support and safety measures we deserve for working during the COVID-19 pandemic. We are asking you to read the document attached and reach out to us so we can start a dialogue about how to move forward in securing our demands and hopefully making the beach a better, safer workplace for all staff.

Regards,

[REDACTED]

Date : 8/10/2020 2:50:06 PM
From : "Jennifer Lin"
To : "Raymond Doerner" , "Adam Abajian" , "Karen Hawk"
Subject : Fwd: Demands from the Evanston Lakefront Staff
Attachment : Lakefront Staff Demands.pdf;

Did Lawrence forward this to you?

----- Forwarded message -----

From: **Erika Storlie** <estorlie@cityofevanston.org>
Date: Fri, Jul 31, 2020 at 11:23 AM
Subject: Fwd: Demands from the Evanston Lakefront Staff
To: Lawrence C. Hemingway <lhemingway@cityofevanston.org>, Jennifer Lin <jlin@cityofevanston.org>, Casey Solomon <csolomon@cityofevanston.org>, Richardson, Kimberly <krichardson@cityofevanston.org>

Erika Storlie
Interim City Manager
City of Evanston
847.866.2936

----- Forwarded message -----

From: [REDACTED] <[\[REDACTED\]@gmail.com](mailto:[REDACTED]@gmail.com)>
Date: Thu, Jul 30, 2020 at 5:04 PM
Subject: Demands from the Evanston Lakefront Staff
To: <estorlie@cityofevanston.org>
Cc: [REDACTED] <[\[REDACTED\]@gmail.com](mailto:[REDACTED]@gmail.com)>

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Date : 7/14/2021 9:24:34 PM
From : "Erika Storlie"
To : "Patrick Deignan"
Subject : Fwd: Demands from the Evanston Lakefront Staff
Attachment : Lakefront Staff Demands.pdf;

[Erika Storlie](#)
City Manager
City of Evanston
847.866.2936

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From : "Erika Storlie"
To : "City Council"
Subject : Fwd: Demands from the Evanston Lakefront Staff
Attachment : Lakefront Staff Demands.pdf;

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Date : 7/31/2020 11:23:37 AM
From : "Erika Storlie"
To : "Lawrence C. Hemingway" , "Jennifer Lin" , "Casey Solomon" , "Richardson, Kimberly"
Subject : Fwd: Demands from the Evanston Lakefront Staff
Attachment : Lakefront Staff Demands.pdf;

[Erika Storlie](#)
Interim City Manager
City of Evanston
847.866.2936

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From: [REDACTED] <[REDACTED]@gmail.com>
Date: Thu, Jul 30, 2020 at 5:04 PM
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To: <estorlie@cityofevanston.org>
Cc: [REDACTED] <[REDACTED]@gmail.com>

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[Erika Storlie](#)

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To : "Lawrence C. Hemingway" , "Jennifer Lin" , "Casey Solomon" , "Richardson, Kimberly"
Subject : Fwd: Demands from the Evanston Lakefront Staff
Attachment : Lakefront Staff Demands.pdf;

[Erika Storlie](#)
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Date : 7/31/2020 12:03:52 PM
From : "Lawrence C. Hemingway"
To : "Karen Hawk"
Subject : Fwd: Demands from the Evanston Lakefront Staff
Attachment : Lakefront Staff Demands.pdf;

Lawrence C. Hemingway, CPRP, Director
Parks, Recreation and Community Services
City of Evanston
2100 Ridge Ave
Evanston, Illinois 60201
847-448-8267 (office)
847-448-8051 (fax)
www.cityofevanston.org
[Facebook](#) | [Twitter](#) | [Instagram](#) | [YouTube](#)

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From: **Erika Storlie** <estorlie@cityofevanston.org>
Date: Fri, Jul 31, 2020 at 11:23 AM
Subject: Fwd: Demands from the Evanston Lakefront Staff
To: Lawrence C. Hemingway <hemingway@cityofevanston.org>, Jennifer Lin <jlin@cityofevanston.org>, Casey Solomon <csolomon@cityofevanston.org>, Richardson, Kimberly <krichardson@cityofevanston.org>

Erika Storlie
Interim City Manager
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We look forward to hearing from you and creating a meaningful dialogue.

The Evanston Lakefront Staff

Date : 7/31/2020 11:23:37 AM
From : "Erika Storlie"
To : "Lawrence C. Hemingway" , "Jennifer Lin" , "Casey Solomon" , "Richardson, Kimberly"
Subject : Fwd: Demands from the Evanston Lakefront Staff
Attachment : Lakefront Staff Demands.pdf;

[Erika Storlie](#)
Interim City Manager
City of Evanston
847.866.2936

----- Forwarded message -----

From: [REDACTED] <[\[REDACTED\]@gmail.com](#)>
Date: Thu, Jul 30, 2020 at 5:04 PM
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To: <estorlie@cityofevanston.org>
Cc: [REDACTED] <[\[REDACTED\]@gmail.com](#)>

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Regards,

[REDACTED]

Demands for a Safer Workplace by the City of Evanston Lakefront Staff

The City of Evanston Lakefront Staff has felt ignored, unappreciated, and cast aside by the City of Evanston for years. We feel as though we are dismissed because we are seasonal staff and because the majority of us are teenagers and young adults. When anyone who works in a position of authority, at the City of Evanston, comes down to the lakefront, they greet us with scrutiny. When we try to implement positive change and ask the City for support, they will not stand with us. Now more than ever due to the COVID-19 pandemic, we are not provided with adequate resources to ensure our safety and wellbeing, nor has tangible action taken place to remedy issues regarding sexual harassment in the workplace. We, as a collective Lakefront staff, are demanding our right to feel safe in the workplace. Our demands, which encourage the City of Evanston to create a safe environment for all beach staff this year and in the years to come are as follows:

- 1. We demand that the City of Evanston provides proper safety protocols and protection, as well as hazard pay, for our staff during the COVID-19 pandemic.**

All Lakefront staff work long hours outside, and come into direct contact with hundreds of beach patrons each day during an extremely hazardous time. Staff engage in interactions with patrons refusing to wear masks and adhere to social distancing measures. We have been subject to hostility, including threats of violence, when enforcing COVID policies such as mask wearing. Furthermore, the fact that we are not being regularly tested is unacceptable and further endangers our health and the health of our families. We demand free and readily available COVID tests for all members of our staff. We demand hazard pay, considering that every time we interact with a patron we are putting ourselves at risk. We demand adequate supplies of surgical and N95 masks for everyday use, not just for use during emergencies.

- 2. We demand pay raises with retroactive pay for gate attendants, who have been making less than Cook County minimum wage if they are under 18.**

Being stationed at the beach gate, gate attendants interact with every patron who enters the beach wearing nothing more than a mask to protect them. They are putting their health on the line by working in such conditions, and without them the city would lose massive amounts of revenue. Although the wage they receive is technically legal, paying gate attendants a low wage such as this is blatantly disrespectful and must be corrected. We demand that the gate attendant pay be raised to \$12.00/hr for the rest of this season along with retroactive reparations for every hour previously worked in the 2020 season.

In addition we demand their pay rate be raised to \$10/hr minimum for years following, regardless of pandemic status.

3. **We demand that systems are put in place to protect all employees from harassment while working at the lakefront.**

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Date : 7/31/2020 3:25:48 PM
From : "Jennifer Lin"
To : "Erika Storlie"
Cc : "Lawrence C. Hemingway" , "Casey Solomon" , "Richardson, Kimberly"
Subject : Re: Demands from the Evanston Lakefront Staff

Karen, Casey, Adam, Ray, and I spent over 2 hours this morning talking to these young people about their concerns. We have some action items which have already been scheduled.

Some of this stuff was definitely made more difficult because of Covid this year and I'm not sure much can be done before the beach season ends. We are already dealing with the sexual harassment issues which were raised.

As far as beach operations in the future (pay raises, hazard pay, etc.), we can talk about this more specifically in the fall as we assess beach operations for next year.

Here's a draft response you can send them:

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On Fri, Jul 31, 2020 at 11:23 AM Erika Storlie <estorlie@cityofevanston.org> wrote:

Erika Storlie
Interim City Manager
City of Evanston
847.866.2936

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[REDACTED]

Date : 7/23/2020 5:22:08 PM
From : "Jennifer Lin"
To : "Casey Solomon"
Subject : Re: Female Lakefront Staff Meeting

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On Thu, Jul 23, 2020 at 3:05 PM Casey Solomon <csolomon@cityofevanston.org> wrote:

Jen:

As we discussed, a group of four female Lakefront Seasonal Staff, who have worked for the city for several summers, requested a meeting with Adam Abajian, Ray Doerner, and Human Resources that we held last Wednesday, July 15.

The group started the meeting by presenting Ray Doerner, Adam Abajian and I, with the attached document: a collective list of complaints of alleged sexual harassment and discrimination allegations by female beach staff that includes anecdotes that span across the careers of at least 52 current female staff at the beach. The document also includes requests for how they feel the city can improve conditions at the beach and try to remediate the discriminatory, abusive, and objectifying environment for female beach staff.

The group said that they permitted any female lakefront seasonal staff to list their uncensored stories and demands anonymously on this Google Doc.

The four women who had spearheaded these efforts said that they did not want to be punitive toward the alleged perpetrators but wanted to advise the city of the toxic environment experienced by female staff at the beaches. They said that staff fear retaliation and want to keep the complaints anonymous.

There had been a significant misunderstanding by staff regarding the process for Sexual Harassment complaints. One of them stated that they had were told years ago that charges should be reported using the Incident Report. Those reports would then need to be signed by the Supervisors, who are often the perpetrators or the friends of the perps. Such a process would set the stage for retaliation and therefore deter staff from filing their complaints.

The women stated that one supervisor threatened suicide after becoming aware of these complaints coming forward. They said they do not want to disclose his or other offender's names or seek any punishment for him or the other staff.

Many of the reports involve situations that transpired outside of work. Unfortunately, many of the younger (some as young as 15) beach minor staff hang-out and party with adult aged staff, many of whom are in their mid-twenties, outside of work. Alcohol and drugs are consumed by adult and minor beach staff at these after-work parties, and the men use the inebriation to take advantage of the girls and women. Though these assaults take place outside of work, many reported offenders are supervisors to these young women abused who used their authority over them at work to coerce them into sexual encounters with them or their friends. This dynamic has led to many incidents of alleged sexual taunting, body shaming, assaults, and statutory rape. According to the women, only in the past couple of years have female staff been elevated to the supervisor position, and this balance of power dynamic has contributed to these abuses.

I explained that there is an established reporting system for Sexual Harassment policy infractions, and that is supposed to be explained to staff. HR has typically presented at the seasonal training sessions at the start of the summer. However, due to COVID, this year's training was done through Google Education and did not include an in-person presentation.

Adam Abajian told me that Lakefront Staff had not attended seasonal staff training sessions for the past two years, due to scheduling conflicts between the required Lifeguard training and the dates for these presentations. Adam claimed that Ann Marie has been unwilling to adjust the dates and times of the annual training or add additional offerings since she was assigned their coordination. I am not sure why Adam did pursue his concerns about staff not receiving the training up the chain of command.

Adam later told me that all 2020 Lakefront staff had signed off on the Sexual Harassment policy, though this policy was not reinforced or elaborated upon with a conversation.

List of Demands

1. The lakefront and the Evanston Parks, Recreation, & Community Services dept, must release a public apology for having recognized but not addressed the blatant sexism, sexual harassment, assault, racism, and discrimination that occurs at the lakefront
 - Apologize directly to survivors, their families, and all lakefront employees for consistently placing underage employees in oppressive, uncomfortable, and dangerous situations and in close proximity with sexual predators
 - This apology absolutely must include an admission of responsibility for placing underage employees in danger
2. Adopt a zero tolerance policy for sexual assault and harassment; commit to protecting future employees with a special emphasis on underage employees
3. Terminate the employment of any of the supervisors or employees guilty of assault & / or harassment (indicated here or

below), as well as the employment of those with existing complaints filed against them

- Terminate the employment of Graham Becker Chiu

4. Require that every staff member attend a sexual assault and harassment training for every year that they are employed - preferably have this run by an outside / contracted company

- This must be completed as a condition for employment - just as certain PTI

physical tests are required by the lakefront, this must be as well

5. Establish protocol for rookies and returning employees to report or file claims when sexual assault or harassment does occur in the workplace

Establish ANNUAL EDUCATION on this process for ALL rookies and returning employees

- Establish an anonymous process for survivors / anyone to report claims while retaining their privacy in the workplace

I explained that the City does have a zero-tolerance policy for Sexual Harassment and apologized that staff have not received sufficient training regarding the complaint process. I told the group that we cannot act based on anonymous complaints, as we would need to confirm facts through an investigation before taking action accused against staff.

I asked the group to encourage their coworkers to come forward with any issues. The women explained that their colleagues feared the possibility of retaliation. I explained that retaliation would not be tolerated and would need to be investigated, and that we explain this to anyone interviewed as part of a complaint.

I asked for more information regarding the specific request to terminate Graham Becker Chiu. I was told that the complainants needed to respect the anonymity of their coworkers. The group replied that they had allowed staff to add whatever they wanted to the document, including the demand section, to avoid limiting their ability to express their grievances and requests to remediate these problems. I informed them that we need some essential details to guide any meaningful investigation.

I suggested that HR coordinate Harassment Training for Lakefront staff to occur this summer, including a specific section on adult/minor relationships and legal implications. I put forth the idea of a female support group or mentoring program pairing senior female beach staff with rookies to empower female staff, foster a supportive environment, and encourage reporting of offenses.

The women feel that there is such a disconnect between lakefront staff and HR (they said they had not realized that The City had an HR division). I suggested that we prominently include contact information for HR as part of the training to facilitate communication. At one point, the women expressed a desire to have a female HR Rep with whom to lodge these complaints. They would feel more comfortable having these uncomfortable conversations with another woman.

The women expressed a desire for the periodic presence of HR at the Lakefronts. I am willing to make periodic check-ins or have some sort of regular schedule at beach offices. However, I see that this may pose a challenge as HR is already very occupied with getting staff into the system and paid during the summers.

We plan to meet again in the next couple of weeks to discuss how we can help make working at the lakefront comfortable for women.

These critical matters are complicated by the "cross-generational" staff working at the beach and the fact that youth are more inclined to blend social and work relationships than more mature workers. It may be a good idea to begin only hiring adults for the lakefront starting next year. However, this will present challenges in terms of recruiting adequate staffing at the lakefront. Another more drastic approach would be to use a contracted vendor to provide these services and absorb the associated liabilities.

I want to encourage beach staff not to fraternize outside of work. I know that it is not realistic to believe that this will stop that from occurring. However, we need to discuss the inherent risks associated with these parties where minors and adults are comingling.

Now that I have read the document, I plan to very strongly encourage these brave women to empower their peers to report any criminal offenses to law enforcement. The unfortunate reality is that the predators who enacted sexual violence against women, whether under 18 or over, likely feel emboldened to repeat these offenses.

I had explained that we would need to have further meetings and that the attendance of those meetings will likely need to include the HR Manager, Department Director, Assistant Director, and possibly Interim City Manager. Sensing an uncomfortable pause, I asked if there was an issue. I was told that the group did not necessarily feel comfortable talking to the Department Director. I asked if they would be willing to elaborate and tell me why. I was told that "they did not feel that Lawrence Hemingway would be sympathetic to the side of the victims".

Casey Solomon

Human Resources Specialist

Administrative Services

Lorraine Morton Civic Center

City of Evanston

2100 Ridge Ave | Evanston, IL 60201 | 847/448-8242
csolomon@cityofevanston.org | cityofevanston.org



*Look for your 2020 U.S. Census invitation in the mail March 12–20.
Make sure Evanston counts! cityofevanston.org/census*

Date : 7/23/2020 6:00:15 PM
From : "Jennifer Lin"
To : "Casey Solomon"
Subject : Re: Female Lakefront Staff Meeting

I just had a pretty lengthy conversation with Lawrence and Karen about this. Will share with you in the AM.

On Thu, Jul 23, 2020 at 5:22 PM Jennifer Lin <jlin@cityofevanston.org> wrote:

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Date : 7/24/2020 1:44:34 PM
From : "Jennifer Lin"
To : "Casey Solomon"
Subject : Re: Female Lakefront Staff Meeting

Yes

On Jul 24, 2020, at 1:28 PM, Casey Solomon <csolomon@cityofevanston.org> wrote:

I will; Do you want me to be present as well?

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The group started the meeting by presenting Ray Doerner, Adam Abajian and I, with the attached document: a collective list of complaints of alleged sexual harassment and discrimination allegations by female beach staff that includes anecdotes that span across the careers of at least 52 current female staff at the beach. The document also includes requests for how they feel the city can improve conditions at the beach and try to remediate the discriminatory, abusive, and objectifying environment for female beach staff.

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The four women who had spearheaded these efforts said that they did not want to be punitive toward the alleged perpetrators but wanted to advise the city of the toxic environment experienced by female staff at the beaches. They said that staff fear retaliation and want to keep the complaints anonymous.

There had been a significant misunderstanding by staff regarding the process for Sexual Harassment complaints. One of them stated that they had were told years ago that charges should be reported using the Incident Report. Those reports would then need to be signed by the Supervisors, who are often the perpetrators or the friends of the perps. Such a process would set the stage for retaliation and therefore deter staff from filing their complaints.

The women stated that one supervisor threatened suicide after becoming aware of these complaints coming forward. They said they do not want to disclose his or other offender's names or seek any punishment for him or the other staff.

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I explained that there is an established reporting system for Sexual Harassment policy infractions, and that is supposed to be explained to staff. HR has typically presented at the seasonal training sessions at the start of the summer. However, due to COVID, this year's training was done through Google Education and did not include an in-person presentation.

Adam Abajian told me that Lakefront Staff had not attended seasonal staff training sessions for the past two years, due to scheduling conflicts between the required Lifeguard training and the dates for these presentations. Adam claimed that Ann Marie has been unwilling to adjust the dates and times of the annual training or add additional offerings since she was assigned their coordination. I am not sure why Adam did pursue his concerns about staff not receiving the training up the chain of command.

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I explained that the City does have a zero-tolerance policy for Sexual Harassment and apologized that staff have not received sufficient training regarding the complaint process. I told the group that we cannot act based on anonymous complaints, as we would need to confirm facts through an investigation before taking action accused against staff.

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The women feel that there is such a disconnect between lakefront staff and HR (they said they had not realized that The City had an HR division). I suggested that we prominently include contact information for HR as part of the training to facilitate communication. At one point, the women expressed a desire to have a female HR Rep with whom to lodge these complaints.

They would feel more comfortable having these uncomfortable conversations with another woman.

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We plan to meet again in the next couple of weeks to discuss how we can help make working at the lakefront comfortable for women.

These critical matters are complicated by the "cross-generational" staff working at the beach and the fact that youth are more inclined to blend social and work relationships than more mature workers. It may be a good idea to begin only hiring adults for the lakefront starting next year. However, this will present challenges in terms of recruiting adequate staffing at the lakefront. Another more drastic approach would be to use a contracted vendor to provide these services and absorb the associated liabilities.

I want to encourage beach staff not to fraternize outside of work. I know that it is not realistic to believe that this will stop that from occurring. However, we need to discuss the inherent risks associated with these parties where minors and adults are co-mingling.

Now that I have read the document, I plan to very strongly encourage these brave women to empower their peers to report any criminal offenses to law enforcement. The unfortunate reality is that the predators who enacted sexual violence against women, whether under 18 or over, likely feel emboldened to repeat these offenses.

I had explained that we would need to have further meetings and that the attendance of those meetings will likely need to include the HR Manager, Department Director, Assistant Director, and possibly Interim City Manager. Sensing an uncomfortable pause, I asked if there was an issue. I was told that the group did not necessarily feel comfortable talking to the Department Director. I asked if they would be willing to elaborate and tell me why. I was told that "they did not feel that Lawrence Hemingway would be sympathetic to the side of the victims".

Casey Solomon
Human Resources Specialist
Administrative Services
Lorraine Morton Civic Center
City of Evanston

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csolomon@cityofevanston.org | cityofevanston.org



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Make sure Evanston counts! cityofevanston.org/census

Date : 7/24/2020 1:28:14 PM
From : "Casey Solomon"
To : "Jennifer Lin"
Subject : Re: Female Lakefront Staff Meeting

I will; Do you want me to be present as well?

Casey Solomon
Human Resources Specialist
Administrative Services
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On Fri, Jul 24, 2020 at 1:15 PM Jennifer Lin <jlin@cityofevanston.org> wrote:

Please make sure to have Adam/Ray set up a meeting with the 4 women for next week sometime and I will attend.

On Fri, Jul 24, 2020 at 8:45 AM Casey Solomon <csolomon@cityofevanston.org> wrote:

I agree with that assessment and the four women who came forward alluded to that fact.

To my knowledge, there was only one reported incident that PRCS Staff investigated. That complaint transpired last summer and that was addressed at that time. If I recall correctly, the person involved was [REDACTED] I do know that at least one of the four female staff was involved in that investigation and did express that they were surprised to see him return as a Supervisor this year. However, that situation was nowhere near as severe as many of the abuses listed in the petition. I only mention this to be comprehensive in the discussion of the historical records.

On a related note, Ray Doerner and Adam Abajain are performing Lakefront staff training next week and they plan on presenting the Healthy Work Place Environment and having staff sign off on the policy as it is alluded to in a general sense in the Seasonal Manual (attached). Though not specific to sexual harassment it does provide the roadmap for the COE complaint process which seems to be something that the staff felt uninformed regarding.

We had suggested that we might meet with the four petition coordinators a couple of weeks out from the initial (7/15) meeting. I had hoped to get my report to you earlier to help facilitate moving things forward promptly. Alas, I have been extremely preoccupied with getting seasonal staff into payroll so that we can compensate them.

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On Thu, Jul 23, 2020 at 5:22 PM Jennifer Lin <jlin@cityofevanston.org> wrote:

I think that it's time to get the CM and Law involved in this conversation.

It's doubtful that anyone at the City will agree to apologize and admit that it knew this stuff was going on. I don't believe that Adam and Ray knew this was going on.

On Thu, Jul 23, 2020 at 3:05 PM Casey Solomon <csolomon@cityofevanston.org> wrote:

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Date : 8/6/2020 9:52:39 PM
From : "[REDACTED]"
To : "Jennifer Lin"
Cc : "[REDACTED]", "Raymond Doerner",
"Karen Hawk", "Abajian, Adam", "Casey Solomon"
Subject : Re: Follow up meeting regarding female lakefront staff concerns

Hi Jen,

Thank you for the clarification. I thought the training was quite productive and worthwhile, thank you for making it happen. I am really glad to see positive change already happening and hope that we can continue with this momentum. I am available to meet on Monday, Tuesday, and Friday mornings (I have late shifts those days that start at 2pm). Looking forward to the next meeting!

Thank you,

Anna

On Thu, Aug 6, 2020 at 8:22 PM Jennifer Lin <jlin@cityofevanston.org> wrote:

Hi,

Thank you for your participation during the past 2 days of sexual harassment training. I hope that it was productive and well-received. I will be sending all attendees contact information and other available resources.

I have been trying to understand why there has been the back and forth about "sexual assault." I believe that sometimes miscommunication and misunderstanding can be the direct result of email communications, so I want to first apologize if I offended anyone in my initial email replying to [REDACTED] last Wednesday. When I asked [REDACTED] about her reference to sexual assault, I was trying to seek clarification about the allegations. In no way was I trying to minimize what has been happening at the lakefront or suggest that someone needed to be sexually assaulted to be sexually harassed.

As background, I spent the majority of my 7 years as an Assistant State's Attorney for the Cook County State's Attorney Office prosecuting cases involving sexual and domestic violence. So I am very familiar with what constitutes sexual assault, and I am particularly sensitive to any allegations of this nature. As an attorney, an HR professional, and a woman, when I hear that employees have been sexually assaulted, that means something very specific to me. I am triggered and go into protective mode because that means criminal acts are being perpetrated against employees, including minor ones. So when [REDACTED] said that there was a "problem with sexual assault at the lakefront," I needed to understand what the allegations were, which prompted me to seek clarification about her use of "sexual assault." Because the phrase "sexual assault" has a very specific meaning from a legal and employment perspective, I very much needed clarification. For me, if there were allegations of sexual assault at the lakefront, I felt like I needed to do something more extreme, such as calling the police to respond or asking the department to shut the beach down to deal with these crimes.

As I mentioned at Wednesday's training, I wanted to include links to the Illinois Compiled Statutes to identify how Illinois defines acts of sexual violence. The laws prohibiting sex offenses can be found [here](#). Sexual assault is defined as "an act of sexual penetration" and would include all forms of oral sex (it would even include sticking a finger into someone's mouth and deriving sexual pleasure from that). Sexual abuse requires an "act of sexual conduct" and is basically anything less than sexual assault. A chart created by the Illinois Coalition of Sexual Assault detailing all of this is linked [here](#) and their annual Law Book that they publish is linked [here](#). Sexual molestation is an umbrella term that encompasses both sexual assault and sexual abuse. Any employee who is sexually assaulted or sexually abused in the workplace or by a coworker is a victim of sexual harassment.

As an employer, the City is required to protect employees from misconduct and bad behavior. Sometimes, these acts are criminal in nature, sometimes they are unlawful, and sometimes they are inappropriate and violate City policies and procedures. The City has to react in all situations but the nature of the acts will prompt different responses: we might press criminal charges, we might terminate an employee, we might discipline, and we might require training. Sexual harassment is unlawful and inappropriate, which might dictate us to respond with training, discipline, or termination. On the other hand, sexual assault, especially with underage employees, is criminal, which would dictate us to respond much more extremely, like calling the police. So many other laws would be broken if the City was to ignore sexual assault of its employees. I hope that I am doing a better job of explaining why this distinction was so important to me.

I am also in receipt of the email and the list of demands sent to the City Manager. We've already taken action on some of the items, including the training, the HR representative, drug testing, and the awareness of the sexual culture that exists at the lakefront. We have made commitments to change policies on a going forward basis, with additional improved changes to be discussed and decided for the 2021 season. The City of Evanston, as a unit of local government, is exempt from Cook County's minimum wage ordinance. Additionally, Illinois law allows employers to set a different minimum wage for employees under the age of 18. However, in light of recent events, we will be revisiting the pay rate for the gate attendants and we will be discussing this internally. We will keep you apprised of decisions.

Lastly, when we last spoke last week at the Levy Center, we committed to meeting with you again to follow up on any other outstanding issues or concerns. Would you like to send over some availability for next week to continue these conversations?

Thank you in advance, Jen.

On Wed, Jul 29, 2020 at 7:05 PM [REDACTED] <[\[REDACTED\]@gmail.com](mailto:[REDACTED]@gmail.com)> wrote:

Hi Ms. Lin,

It is unfortunate that the meeting did not work out this morning; however we want to address some things you brought up in your email.

Firstly, we have repeated multiple times that we are not asking for formal investigations, as many of these allegations are against people who no longer work at the lakefront, and disciplining only those who have committed these acts will not bring about the change we wish to see. This issue goes deeper than the acts of a few people; this is about addressing the sexist culture that has permeated the lakefront for as long as we can remember. This is about creating lasting change, and investigations into a few individuals will not

accomplish that.

Second, in the aftermath of Monday's supervisory meeting, we have every right to feel frustrated and unheard. We asked to be included in discussions moving forward after our initial meeting and to have this sprung on us was extremely disappointing. You say that it is "sad that your only takeaway from Monday's meeting is that random drug testing, sexual harassment training, and addressing PT at the lakefront were the City's efforts to reduce or prevent sexual assault or sexual harassment." However, nothing else was brought up in the meeting pertaining to preventing sexual harassment, so it was not illogical for us to think that this is the way the city has chosen to respond.

Third, we stand by our decision to postpone the meeting. We did so not only because of developments from the supervisory meeting as well as unforeseen commitments that we do not feel necessary to be disclosed, but because not every necessary party could be in attendance. This does not mean that we are not actively participating and cooperating, and to insinuate that we are not doing so is disrespectful and inattentive to the work we have been putting in.

Finally, I would strongly encourage you to read the federal and state-level definition of sexual assault. Penetration and rape are forms of sexual assault, but the term encompasses more than just that.

Would you be available to meet Friday, July 30th? We have availability in the morning and early afternoon.

Regards,

[REDACTED]

On Wed, Jul 29, 2020 at 1:04 PM Jennifer Lin <jin@cityofevanston.org> wrote:

Hi,

I am disappointed that we did not meet this morning. I saw the Google doc for the first time last Friday and am genuinely concerned about the allegations of sexual harassment and criminal behavior. I specifically asked Ray to schedule today's meeting so that HR could begin a formal investigation on the allegations.

I want to assure you that the City is not taking these allegations lightly and I am telling you that we are hearing you loud and clear. From what I understand, the measures discussed on Monday night were not meant to serve as "solutions" to what is going on at the lakefront. The only immediate action taken to begin addressing the conditions was the scheduling of the sexual harassment training, which is important and specifically requested by you in the Google doc. On Friday, I immediately reached out to the person who trained all full-time City employees in 2019 on sexual harassment and scheduled two trainings for lakefront staff. Unfortunately, due to COVID-19, a physical in-person training is not feasible, but we also felt that a standard online training was not enough. The 1-hour training which will take place next week will be personal and specifically customized for lakefront staff and is being led by a licensed psychotherapist and frequent trainer.

Regarding PT, there were several allegations in the Google doc that suggested that PT was being used as a form of retaliation and punishment, especially when there was some sort of rejection of sexual advances. This is sexual harassment! You are all City employees, and the City cannot condone PT being used in the workplace to harass, degrade, intimidate, retaliate, discipline, or punish employees, especially minor ones. If employees aren't doing their jobs or are being insubordinate, PT is not the solution. PT should only be used as PT, to maintain and improve the physical skills, agility, and strength of lifeguard staff, but cannot be used as punishment or discipline. I do not think that the message from Monday's meeting was to eliminate PT, but only to remind you that PT should not be used as a form of punishment or discipline. We recognize the importance of PT to demand optimal physical performance as lakefront staff.

I am sad that your only takeaway from Monday's meeting is that random drug testing, sexual harassment training, and addressing PT at the lakefront were the City's efforts to reduce or prevent sexual assault or sexual harassment. I'm further saddened that you had such a negative response to Monday night's conversation. Please know that the City is committed to hearing you, protecting you, and ensuring your safety and well-being.

The only real ways to eradicate sexual harassment include:

- Empowering victims to say no and to report sexual harassment
- Holding perpetrators accountable for their actions and imposing consequences on bad behavior
- Educating people on what sexual harassment is and making them aware of acceptable and unacceptable behavior

Eliminating sexual harassment in the workplace is a two-way street and is a combined effort of the employer and the employees. It requires active participation, active listening, and active cooperation.

Your choice to use "sexual assault" to describe what's happening at the lakefront suggests that employees are being sexually assaulted (i.e., sexually penetrated or raped) while working at the lakefront. If this is happening, this needs to be addressed immediately.

I understand that some of you are working on Monday afternoon. We are available to meet anytime on Monday before your shifts start. Can I recommend 12PM-1:30PM on Monday? If Monday doesn't work, please send us available dates and times that work for you and we will make ourselves available. I am committed to meeting as soon as possible and don't want to further delay a meeting if someone is not able to be physically present so if necessary, we can Skype/Zoom/FaceTime them in.

Please let us know your preference.

Thank you.

Jennifer Lin
HR Division Manager
City of Evanston

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847-448-8240 (O) | 847-448-8109 (F)
jlin@cityofevanston.org | cityofevanston.org

On Tue, Jul 28, 2020 at 8:44 PM [REDACTED] <[REDACTED]@gmail.com> wrote:
Ray and Karen,

Yesterday's meeting felt all but productive. It was impossible not to question the intent behind any of the measures trying to be put in place at the Evanston Lakefront. From what I understood, these measures are "solutions" to the problem we addressed in our meeting two weeks ago. I left the supervisory meeting last night feeling disrespected, unheard, and offended on behalf of every woman who had worked at the beach and signed that petition. It is despicable to take people's experiences and misconstrue them to the point where you think band-aid solutions like random drug testing, a 30-60 minute zoom sexual harassment training, or dismantling how physical training at the beach works will help.

I know we were planning to discuss real, concrete solutions tomorrow. This will no longer be possible with some of our schedules because of unforeseen commitments and the new information we have gleaned from the supervisory meeting last night.

While we plan a new date to have this meeting, I ask that you reflect on your actions within the past forty-eight hours. I understand it is difficult to put yourself in the shoes of victims, but I am asking for your empathy. As a victim of sexual assault myself, the "solutions" addressed in the supervisory meeting were manifestations of my worst fear: reporting and not being listened to, reporting and being blamed for doing so because of wrongful band-aid solutions put in place, reporting and still not having the right system so as to protect me as a victim.

I want to make one thing very clear: increased random drug testing, a 30-60 minute online meeting, and the lack of physical training will not stop sexual harassment, sexual assault, or rape from happening nor will it decrease the occurrence.

Let us know times next week that will work for you to have a meeting where we can discuss action items made to solve the problem of sexual assault at the lakefront as opposed to ones that will tip-toe around the issue.

Sincerely,
[REDACTED]

On Mon, Jul 27, 2020 at 1:10 PM Raymond Doerner <rdoerner@cityofevanston.org> wrote:
All,

I have sent you all a meeting invite for a meeting on Wednesday, July 29 at 10:30am at the Levy Center in the Library. Since Wednesday is Adam's day off and he has a commitment that he can't reschedule, he will not be in attendance for this meeting but I will update him and he will continue to be involved in this process.

Ray Doerner
Recreation Manager
Parks, Recreation & Community Services Department
Morton Civic Center
City of Evanston

2100 Ridge Ave. | Evanston, IL 60201 | 847-448-8046

rdoerner@cityofevanston.org | cityofevanston.org

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On Fri, Jul 24, 2020 at 2:24 PM Raymond Doerner <rdoerner@cityofevanston.org> wrote:
[REDACTED]

I am reaching out to schedule a follow-up meeting to the one that we had on Wednesday, July 15 at the Levy Center. We are committed to addressing the concerns and situations that were shared in that meeting and the document that you provided to us. The meeting will be with the four of you, along with myself, Adam, Casey, and Jen Lin, the director of our Human Resources Department.

Please look at your schedules and give us as many days and times as possible that would work for all of you to meet in person? We would again schedule the meeting to take place at the Levy Center. Thank you and let me know if you have any questions or concerns.

[Ray Doerner](#)

Recreation Manager

Parks, Recreation & Community Services Department
Morton Civic Center
City of Evanston

2100 Ridge Ave. | Evanston, IL 60201 | 847-448-8046

rdoerner@cityofevanston.org | cityofevanston.org



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Date : 8/6/2020 8:22:05 PM
From : "Jennifer Lin"
To : [REDACTED]
Cc : "Raymond Doerner" , "Karen Hawk" , "Abajian, Adam" , "Casey Solomon"
Subject : Re: Follow up meeting regarding female lakefront staff concerns

Hi,

Thank you for your participation during the past 2 days of sexual harassment training. I hope that it was productive and well-received. I will be sending all attendees contact information and other available resources.

I have been trying to understand why there has been the back and forth about "sexual assault." I believe that sometimes miscommunication and misunderstanding can be the direct result of email communications, so I want to first apologize if I offended anyone in my initial email replying to [REDACTED] last Wednesday. When I asked [REDACTED] about her reference to sexual assault, I was trying to seek clarification about the allegations. In no way was I trying to minimize what has been happening at the lakefront or suggest that someone needed to be sexually assaulted to be sexually harassed.

As background, I spent the majority of my 7 years as an Assistant State's Attorney for the Cook County State's Attorney Office prosecuting cases involving sexual and domestic violence. So I am very familiar with what constitutes sexual assault, and I am particularly sensitive to any allegations of this nature. As an attorney, an HR professional, and a woman, when I hear that employees have been sexually assaulted, that means something very specific to me. I am triggered and go into protective mode because that means criminal acts are being perpetrated against employees, including minor ones. So when Kiersa said that there was a "problem with sexual assault at the lakefront," I needed to understand what the allegations were, which prompted me to seek clarification about her use of "sexual assault." Because the phrase "sexual assault" has a very specific meaning from a legal and employment perspective, I very much needed clarification. For me, if there were allegations of sexual assault at the lakefront, I felt like I needed to do something more extreme, such as calling the police to respond or asking the department to shut the beach down to deal with these crimes.

As I mentioned at Wednesday's training, I wanted to include links to the Illinois Compiled Statutes to identify how Illinois defines acts of sexual violence. The laws prohibiting sex offenses can be found [here](#). Sexual assault is defined as "an act of sexual penetration" and would include all forms of oral sex (it would even include sticking a finger into someone's mouth and deriving sexual pleasure from that). Sexual abuse requires an "act of sexual conduct" and is basically anything less than sexual assault. A chart created by the Illinois Coalition of Sexual Assault detailing all of this is linked [here](#) and their annual Law Book that they publish is linked [here](#). Sexual molestation is an umbrella term that encompasses both sexual assault and sexual abuse. Any employee who is sexually assaulted or sexually abused in the workplace or by a coworker is a victim of sexual harassment.

As an employer, the City is required to protect employees from misconduct and bad behavior. Sometimes, these acts are criminal in nature, sometimes they are unlawful, and sometimes they are inappropriate and violate City policies and procedures. The City has to react in all situations but the nature of the acts will prompt different responses: we might press criminal charges, we might terminate an employee, we might discipline, and we might require training. Sexual harassment is unlawful and inappropriate, which might dictate us to respond with training, discipline, or termination. On the other hand, sexual assault, especially with underage employees, is criminal, which would dictate us to respond much more extremely, like calling the police. So many other laws would be broken if the City was to ignore sexual assault of its employees. I hope that I am doing a better job of explaining why this distinction was so important to me.

I am also in receipt of the email and the list of demands sent to the City Manager. We've already taken action on some of the items, including the training, the HR representative, drug testing, and the awareness of the sexual culture that exists at the lakefront. We have made commitments to change policies on a going forward basis, with additional improved changes to be discussed and decided for the 2021 season. The City of Evanston, as a unit of local government, is exempt from Cook County's minimum wage ordinance. Additionally, Illinois law allows employers to set a different minimum wage for employees under the age of 18. However, in light of recent events, we will be revisiting the pay rate for the gate attendants and we will be discussing this internally. We will keep you apprised of decisions.

Lastly, when we last spoke last week at the Levy Center, we committed to meeting with you again to follow up on any other outstanding issues or concerns. Would you like to send over some availability for next week to continue these conversations?

Thank you in advance, Jen.

On Wed, Jul 29, 2020 at 7:05 PM [REDACTED]@gmail.com wrote:

Hi Ms. Lin,

It is unfortunate that the meeting did not work out this morning; however we want to address some things you brought up in your email.

Firstly, we have repeated multiple times that we are not asking for formal investigations, as many of these allegations are against people who no longer work at the lakefront, and disciplining only those who have committed these acts will not bring about the change we wish to see. This issue goes deeper than the acts of a few people; this is about addressing the sexist culture that has permeated the lakefront for as long as we can remember. This is about creating lasting change, and investigations into a few individuals will not accomplish that.

Second, in the aftermath of Monday's supervisory meeting, we have every right to feel frustrated and unheard. We asked to be included in discussions moving forward after our initial meeting and to have this sprung on us was extremely disappointing. You say that it is "sad that your only takeaway from Monday's meeting is that random drug testing, sexual harassment training, and addressing PT at the lakefront were the City's efforts to reduce or prevent sexual assault or sexual harassment." However, nothing else was brought up in the meeting pertaining to preventing sexual harassment, so it was not illogical for us to think that this is the way the city has chosen to respond.

Third, we stand by our decision to postpone the meeting. We did so not only because of developments from the supervisory meeting as well as unforeseen commitments that we do not feel necessary to be disclosed, but because not every necessary party could be in attendance. This does not mean that we are not actively participating and cooperating, and to insinuate that we are not doing so is disrespectful and inattentive to the work we have been putting in.

Finally, I would strongly encourage you to read the federal and state-level definition of sexual assault. Penetration and rape are forms of sexual assault, but the term encompasses more than just that.

Would you be available to meet Friday, July 30th? We have availability in the morning and early afternoon.

Regards,

On Wed, Jul 29, 2020 at 1:04 PM Jennifer Lin <jlin@cityofevanston.org> wrote:

Hi,

I am disappointed that we did not meet this morning. I saw the Google doc for the first time last Friday and am genuinely concerned about the allegations of sexual harassment and criminal behavior. I specifically asked Ray to schedule today's meeting so that HR could begin a formal investigation on the allegations.

I want to assure you that the City is not taking these allegations lightly and I am telling you that we are hearing you loud and clear. From what I understand, the measures discussed on Monday night were not meant to serve as "solutions" to what is going on at the lakefront. The only immediate action taken to begin addressing the conditions was the scheduling of the sexual harassment training, which is important and specifically requested by you in the Google doc. On Friday, I immediately reached out to the person who trained all full-time City employees in 2019 on sexual harassment and scheduled two trainings for lakefront staff. Unfortunately, due to COVID-19, a physical in-person training is not feasible, but we also felt that a standard online training was not enough. The 1-hour training which will take place next week will be personal and specifically customized for lakefront staff and is being led by a licensed psychotherapist and frequent trainer.

Regarding PT, there were several allegations in the Google doc that suggested that PT was being used as a form of retaliation and punishment, especially when there was some sort of rejection of sexual advances. This is sexual harassment! You are all City employees, and the City cannot condone PT being used in the workplace to harass, degrade, intimidate, retaliate, discipline, or punish employees, especially minor ones. If employees aren't doing their jobs or are being insubordinate, PT is not the solution. PT should only be used as PT, to maintain and improve the physical skills, agility, and strength of lifeguard staff, but cannot be used as punishment or discipline. I do not think that the message from Monday's meeting was to eliminate PT, but only to remind you that PT should not be used as a form of punishment or discipline. We recognize the importance of PT to demand optimal physical performance as lakefront staff.

I am sad that your only takeaway from Monday's meeting is that random drug testing, sexual harassment training, and addressing PT at the lakefront were the City's efforts to reduce or prevent sexual assault or sexual harassment. I'm further saddened that you had such a negative response to Monday night's conversation. Please know that the City is committed to hearing you, protecting you, and ensuring your safety and well-being.

The only real ways to eradicate sexual harassment include:

- Empowering victims to say no and to report sexual harassment
- Holding perpetrators accountable for their actions and imposing consequences on bad behavior
- Educating people on what sexual harassment is and making them aware of acceptable and unacceptable behavior

Eliminating sexual harassment in the workplace is a two-way street and is a combined effort of the employer and the employees. It requires active participation, active listening, and active cooperation.

Your choice to use "sexual assault" to describe what's happening at the lakefront suggests that employees are being sexually assaulted (i.e., sexually penetrated or raped) while working at the lakefront. If this is happening, this needs to be addressed immediately.

I understand that some of you are working on Monday afternoon. We are available to meet anytime on Monday before your shifts start. Can I recommend 12PM-1:30PM on Monday? If Monday doesn't work, please send us available dates and times that work for you and we will make ourselves available. I am committed to meeting as soon as possible and don't want to further delay a meeting if someone is not able to be physically present so if necessary, we can Skype/Zoom/FaceTime them in.

Please let us know your preference.

Thank you.

Jennifer Lin
HR Division Manager
City of Evanston

2100 Ridge Avenue | Evanston IL 60201
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jlin@cityofevanston.org | cityofevanston.org

On Tue, Jul 28, 2020 at 8:44 PM [REDACTED] <[\[REDACTED\]@gmail.com](mailto:[REDACTED]@gmail.com)> wrote:

Ray and Karen,

Yesterday's meeting felt all but productive. It was impossible not to question the intent behind any of the measures trying to be put in place at the Evanston Lakefront. From what I understood, these measures are "solutions" to the problem we addressed in our meeting two weeks ago. I left the supervisory meeting last night feeling disrespected, unheard, and offended on behalf of every woman who had worked at the beach and signed that petition. It is despicable to take people's experiences and misconstrue them to the point where you think band-aid solutions like random drug testing, a 30-60 minute zoom sexual harassment training, or dismantling how physical training at the beach works will help.

I know we were planning to discuss real, concrete solutions tomorrow. This will no longer be possible with some of our schedules because of unforeseen commitments and the new information we have gleaned from the supervisory meeting last night.

While we plan a new date to have this meeting, I ask that you reflect on your actions within the past forty-eight hours. I understand it is difficult to put yourself in the shoes of victims, but I am asking for your empathy. As a victim of sexual assault myself, the "solutions" addressed in the supervisory meeting were manifestations of my worst fear: reporting and not being listened to, reporting and being blamed for doing so because of wrongful band-aid solutions put in place, reporting and still not having the right system so as to protect me as a victim.

I want to make one thing very clear: increased random drug testing, a 30-60 minute online meeting, and the lack of physical training will not stop sexual harassment, sexual assault, or r*pe from happening nor will it decrease the occurrence.

Let us know times next week that will work for you to have a meeting where we can discuss action items made to solve the problem of sexual assault at the lakefront as opposed to ones that will tip-toe around the issue.

Sincerely,

[REDACTED]

On Mon, Jul 27, 2020 at 1:10 PM Raymond Doerner <rdoerner@cityofevanston.org> wrote:

All,

I have sent you all a meeting invite for a meeting on Wednesday, July 29 at 10:30am at the Levy Center in the Library. Since Wednesday is Adam's day off and he has a commitment that he can't reschedule, he will not be in attendance for this meeting but I will update him and he will continue to be involved in this process.

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Date : 8/7/2020 12:31:50 PM
From : "Adam Abajian"
To : [REDACTED]
Cc : "Jennifer Lin", [REDACTED], "Raymond Doerner", "Karen Hawk", "Casey Solomon"
Subject : Re: Follow up meeting regarding female lakefront staff concerns

I'm available from 10:00 - 2:45 on Monday and Friday from 10-12:30 and 3:45 - 6:00

On Thu, Aug 6, 2020 at 9:52 PM [REDACTED]@gmail.com> wrote:

Hi Jen,

Thank you for the clarification. I thought the training was quite productive and worthwhile, thank you for making it happen. I am really glad to see positive change already happening and hope that we can continue with this momentum. I am available to meet on Monday, Tuesday, and Friday mornings (I have late shifts those days that start at 2pm). Looking forward to the next meeting!

Thank you,

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As background, I spent the majority of my 7 years as an Assistant State's Attorney for the Cook County State's Attorney Office prosecuting cases involving sexual and domestic violence. So I am very familiar with what constitutes sexual assault, and I am particularly sensitive to any allegations of this nature. As an attorney, an HR professional, and a woman, when I hear that employees have been sexually assaulted, that means something very specific to me. I am triggered and go into protective mode because that means criminal acts are being perpetrated against employees, including minor ones. So when [REDACTED] said that there was a "problem with sexual assault at the lakefront," I needed to understand what the allegations were, which prompted me to seek clarification about her use of "sexual assault." Because the phrase "sexual assault" has a very specific meaning from a legal and employment perspective, I very much needed clarification. For me, if there were allegations of sexual assault at the lakefront, I felt like I needed to do something more extreme, such as calling the police to respond or asking the department to shut the beach down to deal with these crimes.

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Ray Doerner
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City of Evanston

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Ray Doerner

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--

Adam Abajian

Recreation Program Coordinator – Lakefront Operations

Parks, Recreation & Community Services

Lorraine H. Morton Civic Center

2100 Ridge Ave.

Evanston, IL 60201

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(W) www.cityofevanston.org

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Date : 8/9/2020 8:00:26 PM
From : "[REDACTED]"
To : "Adam Abajian"
Cc : "Jennifer Lin", "[REDACTED]", "Raymond Doerner", "Karen Hawk", "Casey Solomon"
Subject : Re: Follow up meeting regarding female lakefront staff concerns
Hi all,

Just an update on my availability - I will also be available all day on Wednesday and Thursday.

Thanks and looking forward to our meeting.

[REDACTED]
On Aug 7, 2020, at 12:31 PM, Adam Abajian <aabajian@cityofevanston.org> wrote:

I'm available from 10:00 - 2:45 on Monday and Friday from 10-12:30 and 3:45 - 6:00

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Thank you in advance, Jen.

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Finally, I would strongly encourage you to read the federal and state-level definition of sexual assault. Penetration and rape are forms of sexual assault, but the term encompasses more than just that.

Would you be available to meet Friday, July 30th? We have availability in the morning and early afternoon.

Regards,

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Please let us know your preference.

Thank you.

Jennifer Lin
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City of Evanston

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jlين@cityofevanston.org | cityofevanston.org

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Adam Abajian

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(W) www.cityofevanston.org

(O) [Facebook](#) | [Twitter](#) | [Instagram](#) | [YouTube](#)

Download our mobile app: [App Store](#) | [Google Play Store](#)

Date : 8/9/2020 8:01:22 PM
From : [REDACTED]
To : [REDACTED]
Cc : [REDACTED] "Adam Abajian", "Casey Solomon", "Jennifer Lin", "Karen Hawk" [REDACTED]
[REDACTED], "Raymond Doerner"
Subject : Re: Follow up meeting regarding female lakefront staff concerns

Hello,

I'm available Monday before 2pm or any time on Wednesday.

Best
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Thanks and looking forward to our meeting.
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(W) www.cityofevanston.org

(O) [Facebook](#) | [Twitter](#) | [Instagram](#) | [YouTube](#)

Download our mobile app: [App Store](#) | [Google Play Store](#)

Date : 8/10/2020 12:42:44 PM
From : "[REDACTED]"
To : "Jennifer Lin"
Cc : "[REDACTED]", "Adam Abajian", "Casey Solomon", "Karen Hawk", "[REDACTED]", "[REDACTED]", "Raymond Doerner"
Subject : Re: Follow up meeting regarding female lakefront staff concerns
That sounds great. Looking forward to meeting again!

[REDACTED]
On Aug 10, 2020, at 9:25 AM, Jennifer Lin <jlin@cityofevanston.org> wrote:

Friday works best for us. How's 11AM-12:30PM at the Levy Center again?

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Finally, I would strongly encourage you to read the federal and state-level definition of sexual assault. Penetration and rape are forms of sexual assault, but the term encompasses more than just that.

Would you be available to meet Friday, July 30th? We have availability in the morning and early afternoon.

Regards,

[REDACTED]

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Hi,

I am disappointed that we did not meet this morning. I saw the Google doc for the first time last Friday and am genuinely concerned about the allegations of sexual harassment and criminal behavior. I specifically asked Ray to schedule today's meeting so that HR could begin a formal investigation on the allegations.

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The only real ways to eradicate sexual harassment include:

- Empowering victims to say no and to report sexual harassment
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Eliminating sexual harassment in the workplace is a two-way street and is a combined effort of the employer and the employees. It requires active participation, active listening, and active cooperation.

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Please let us know your preference.

Thank you.

Jennifer Lin
HR Division Manager
City of Evanston

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847-448-8240 (O) | 847-448-8109 (F)
jlin@cityofevanston.org | [cityofevanston.org](https://www.cityofevanston.org)

On Tue, Jul 28, 2020 at 8:44 PM [REDACTED] <[\[REDACTED\]@gmail.com](mailto:[REDACTED]@gmail.com)> wrote:

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I want to make one thing very clear: increased random drug testing, a 30-60 minute online meeting, and the lack of physical training will not stop sexual harassment, sexual assault, or r*pe from happening nor will it decrease the occurrence.

Let us know times next week that will work for you to have a meeting where we can discuss action items made to solve the problem of sexual assault at the lakefront as opposed to ones that will tip-toe around the issue.

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[Redacted signature]

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I have sent you all a meeting invite for a meeting on Wednesday, July 29 at 10:30am at the Levy Center in the Library. Since Wednesday is Adam's day off and he has a commitment that he can't reschedule, he will not be in attendance for this meeting but I will update him and he will continue to be involved in this process.

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rdoerner@cityofevanston.org | cityofevanston.org



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On Fri, Jul 24, 2020 at 2:24 PM Raymond Doerner <rdoerner@cityofevanston.org> wrote:

[Redacted signature]

I am reaching out to schedule a follow-up meeting to the one that we had on Wednesday, July 15 at the Levy Center. We are committed to addressing the concerns and situations that were shared in that meeting and the document that you provided to us. The meeting will be with the four of you, along with myself, Adam, Casey, and Jen Lin, the director of our Human Resources Department. Please look at your schedules and give us as many days and times as possible that would work for all of you to meet in person? We would again schedule the meeting to take place at the Levy Center. Thank you and let me know if you have any questions or concerns.

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Adam Abajian

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(W) www.cityofevanston.org

(O) [Facebook](#) | [Twitter](#) | [Instagram](#) | [YouTube](#)

Download our mobile app: [App Store](#) | [Google Play Store](#)

Date : 8/10/2020 9:25:18 AM
From : "Jennifer Lin"
To : [REDACTED]
Cc : [REDACTED], "Adam Abajian", "Casey Solomon", "Karen Hawk", [REDACTED],
[REDACTED], "Raymond Doerner"
Subject : Re: Follow up meeting regarding female lakefront staff concerns

Friday works best for us. How's 11AM-12:30PM at the Levy Center again?

On Sun, Aug 9, 2020 at 8:01 PM [REDACTED]@gmail.com> wrote:
Hello,

I'm available Monday before 2pm or any time on Wednesday.

Best,
[REDACTED]

On Sun, Aug 9, 2020 at 8:00 PM [REDACTED]@gmail.com> wrote:
Hi all,

Just an update on my availability - I will also be available all day on Wednesday and Thursday.

Thanks and looking forward to our meeting.
[REDACTED]

On Aug 7, 2020, at 12:31 PM, Adam Abajian <aabajian@cityofevanston.org> wrote:

I'm available from 10:00 - 2:45 on Monday and Friday from 10-12:30 and 3:45 - 6:00

On Thu, Aug 6, 2020 at 9:52 PM [REDACTED]@gmail.com> wrote:
Hi Jen,

Thank you for the clarification. I thought the training was quite productive and worthwhile, thank you for making it happen. I am really glad to see positive change already happening and hope that we can continue with this momentum. I am available to meet on Monday, Tuesday, and Friday mornings (I have late shifts those days that start at 2pm). Looking forward to the next meeting!

Thank you,

Anna

On Thu, Aug 6, 2020 at 8:22 PM Jennifer Lin <jlin@cityofevanston.org> wrote:
Hi,

Thank you for your participation during the past 2 days of sexual harassment training. I hope that it was productive and well-received. I will be sending all attendees contact information and other available resources.

I have been trying to understand why there has been the back and forth about "sexual assault." I believe that sometimes miscommunication and misunderstanding can be the direct result of email communications, so I want to first apologize if I offended anyone in my initial email replying to [REDACTED] last Wednesday. When I asked [REDACTED] about her reference to sexual assault, I was trying to seek clarification about the allegations. In no way was I trying to minimize what has been happening at the lakefront or suggest that someone needed to be sexually assaulted to be sexually harassed.

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rdoerner@cityofevanston.org | cityofevanston.org



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Date : 7/28/2020 8:43:48 PM
From : [REDACTED]
To : "Raymond Doerner" , "khawk@cityofevanston.org"
Cc : "Abajian, Adam" , "Casey Solomon" , "Jennifer Lin"
Subject : Re: Follow up meeting regarding female lakefront staff concerns

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Morton Civic Center

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2100 Ridge Ave. | Evanston, IL 60201 | 847-448-8046

rdoerner@cityofevanston.org | cityofevanston.org

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On Fri, Jul 24, 2020 at 2:24 PM Raymond Doerner <rdoerner@cityofevanston.org> wrote:

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[Ray Doerner](#)

Recreation Manager

Parks, Recreation & Community Services Department

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Date : 7/29/2020 1:04:02 PM
From : "Jennifer Lin"
To : "[REDACTED]"
Cc : "Raymond Doerner" , "Karen Hawk" , "[REDACTED]" , "Abajian, Adam" ,
"Casey Solomon"
Subject : Re: Follow up meeting regarding female lakefront staff concerns

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Jennifer Lin
HR Division Manager
City of Evanston

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jljin@cityofevanston.org | cityofevanston.org

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Date : 7/30/2020 10:54:44 AM
From : "Karen Hawk"
To : "Jennifer Lin"
Cc : "Raymond Doerner" , "Adam Abajian" , "Casey Solomon"
Subject : Re: Follow up meeting regarding female lakefront staff concerns

I will make anytime work

Karen Hawk

Assistant Director Parks, Recreation & Community Services
Parks, Recreation & Community Services
Morton Civic Center
City of Evanston

2100 Ridge Ave. | Evanston, IL 60201 | 847-448-8294
khawk@cityofevanston.org | cityofevanston.org



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From : "Jennifer Lin"
To : "Adam Abajian"
Cc : "Raymond Doerner" , "Karen Hawk" , "Casey Solomon"
Subject : Re: Follow up meeting regarding female lakefront staff concerns

How about we schedule something at Levy for 11AM-12:30PM? I will email them back that we are available at that time.

On Thu, Jul 30, 2020 at 11:18 AM Adam Abajian <[abajian@cityofevanston.org](mailto:aabajian@cityofevanston.org)> wrote:

I'm available after 10 as well

On Thu, Jul 30, 2020 at 11:06 AM Raymond Doerner <rdoerner@cityofevanston.org> wrote:

I am available anytime after 10am

Ray Doerner

Recreation Manager

Parks, Recreation & Community Services Department

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Assistant Director Parks, Recreation & Community Services

Parks, Recreation & Community Services

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Second, in the aftermath of Monday's supervisory meeting, we have every right to feel frustrated and unheard. We asked to be

included in discussions moving forward after our initial meeting and to have this sprung on us was extremely disappointing. You say that it is "sad that your only takeaway from Monday's meeting is that random drug testing, sexual harassment training, and addressing PT at the lakefront were the City's efforts to reduce or prevent sexual assault or sexual harassment." However, nothing else was brought up in the meeting pertaining to preventing sexual harassment, so it was not illogical for us to think that this is the way the city has chosen to respond.

Third, we stand by our decision to postpone the meeting. We did so not only because of developments from the supervisory meeting as well as unforeseen commitments that we do not feel necessary to be disclosed, but because not every necessary party could be in attendance. This does not mean that we are not actively participating and cooperating, and to insinuate that we are not doing so is disrespectful and inattentive to the work we have been putting in.

Finally, I would strongly encourage you to read the federal and state-level definition of sexual assault. Penetration and rape are forms of sexual assault, but the term encompasses more than just that.

Would you be available to meet Friday, July 30th? We have availability in the morning and early afternoon.

Regards,

[REDACTED]

On Wed, Jul 29, 2020 at 1:04 PM Jennifer Lin <jlين@cityofevanston.org> wrote:

Hi,

I am disappointed that we did not meet this morning. I saw the Google doc for the first time last Friday and am genuinely concerned about the allegations of sexual harassment and criminal behavior. I specifically asked Ray to schedule today's meeting so that HR could begin a formal investigation on the allegations.

I want to assure you that the City is not taking these allegations lightly and I am telling you that we are hearing you loud and clear. From what I understand, the measures discussed on Monday night were not meant to serve as "solutions" to what is going on at the lakefront. The only immediate action taken to begin addressing the conditions was the scheduling of the sexual harassment training, which is important and specifically requested by you in the Google doc. On Friday, I immediately reached out to the person who trained all full-time City employees in 2019 on sexual harassment and scheduled two trainings for lakefront staff. Unfortunately, due to COVID-19, a physical in-person training is not feasible, but we also felt that a standard online training was not enough. The 1-hour training which will take place next week will be personal and specifically customized for lakefront staff and is being led by a licensed psychotherapist and frequent trainer.

Regarding PT, there were several allegations in the Google doc that suggested that PT was being used as a form of retaliation and punishment, especially when there was some sort of rejection of sexual advances. This is sexual harassment! You are all City employees, and the City cannot condone PT being used in the workplace to harass, degrade, intimidate, retaliate, discipline, or punish employees, especially minor ones. If employees aren't doing their jobs or are being insubordinate, PT is not the solution. PT should only be used as PT, to maintain and improve the physical skills, agility, and strength of lifeguard staff, but cannot be used as punishment or discipline. I do not think that the message from Monday's meeting was to eliminate PT, but only to remind you that PT should not be used as a form of punishment or discipline. We recognize the importance of PT to demand optimal physical performance as lakefront staff.

I am sad that your only takeaway from Monday's meeting is that random drug testing, sexual harassment training, and addressing PT at the lakefront were the City's efforts to reduce or prevent sexual assault or sexual harassment. I'm further saddened that you had such a negative response to Monday night's conversation. Please know that the City is committed to hearing you, protecting you, and ensuring your safety and well-being.

The only real ways to eradicate sexual harassment include:

- Empowering victims to say no and to report sexual harassment
- Holding perpetrators accountable for their actions and imposing consequences on bad behavior
- Educating people on what sexual harassment is and making them aware of acceptable and unacceptable behavior

Eliminating sexual harassment in the workplace is a two-way street and is a combined effort of the employer and the employees. It requires active participation, active listening, and active cooperation.

Your choice to use "sexual assault" to describe what's happening at the lakefront suggests that employees are being sexually assaulted (i.e., sexually penetrated or raped) while working at the lakefront. If this is happening, this needs to be addressed immediately.

I understand that some of you are working on Monday afternoon. We are available to meet anytime on Monday before your shifts start. Can I recommend 12PM-1:30PM on Monday? If Monday doesn't work, please send us available dates and times that work for you and we will make ourselves available. I am committed to meeting as soon as possible and don't want to further delay a meeting if someone is not able to be physically present so if necessary, we can Skype/Zoom/FaceTime them in.

Please let us know your preference.

Thank you.

Jennifer Lin
HR Division Manager
City of Evanston

2100 Ridge Avenue | Evanston IL 60201
847-448-8240 (O) | 847-448-8109 (F)
jlين@cityofevanston.org | cityofevanston.org

On Tue, Jul 28, 2020 at 8:44 PM [REDACTED]@gmail.com> wrote:

Ray and Karen,

Yesterday's meeting felt all but productive. It was impossible not to question the intent behind any of the measures trying to be put in place at the Evanston Lakefront. From what I understood, these measures are "solutions" to the problem we addressed in our meeting two weeks ago. I left the supervisory meeting last night feeling disrespected, unheard, and offended on behalf of every woman who had worked at the beach and signed that petition. It is despicable to take people's experiences and misconstrue them to the point where you think band-aid solutions like random drug testing, a 30-60 minute zoom sexual harassment training, or dismantling how physical training at the beach works will help.

I know we were planning to discuss real, concrete solutions tomorrow. This will no longer be possible with some of our schedules because of unforeseen commitments and the new information we have gleaned from the supervisory meeting last night.

While we plan a new date to have this meeting, I ask that you reflect on your actions within the past forty-eight hours. I understand it is difficult to put yourself in the shoes of victims, but I am asking for your empathy. As a victim of sexual assault myself, the "solutions" addressed in the supervisory meeting were manifestations of my worst fear: reporting and not being listened to, reporting and being blamed for doing so because of wrongful band-aid solutions put in place, reporting and still not having the right system so as to protect me as a victim.

I want to make one thing very clear: increased random drug testing, a 30-60 minute online meeting, and the lack of physical training will not stop sexual harassment, sexual assault, or rape from happening nor will it decrease the occurrence.

Let us know times next week that will work for you to have a meeting where we can discuss action items made to solve the problem of sexual assault at the lakefront as opposed to ones that will tip-toe around the issue.

Sincerely,

[REDACTED]

On Mon, Jul 27, 2020 at 1:10 PM Raymond Doerner <rdoerner@cityofevanston.org> wrote:

All,

I have sent you all a meeting invite for a meeting on Wednesday, July 29 at 10:30am at the Levy Center in the Library. Since Wednesday is Adam's day off and he has a commitment that he can't reschedule, he will not be in attendance for this meeting but I will update him and he will continue to be involved in this process.

Ray Doerner

Recreation Manager

Parks, Recreation & Community Services Department

Morton Civic Center

City of Evanston

2100 Ridge Ave. | Evanston, IL 60201 | 847-448-8046

rdoerner@cityofevanston.org | cityofevanston.org



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On Fri, Jul 24, 2020 at 2:24 PM Raymond Doerner <rdoerner@cityofevanston.org> wrote:

[REDACTED]

I am reaching out to schedule a follow-up meeting to the one that we had on Wednesday, July 15 at the Levy Center. We are committed to addressing the concerns and situations that were shared in that meeting and the document that you provided to us. The meeting will be with the four of you, along with myself, Adam, Casey, and Jen Lin, the director of our Human Resources Department. Please look at your schedules and give us as many days and times as possible that would work for all of you to meet in person? We

would again schedule the meeting to take place at the Levy Center. Thank you and let me know if you have any questions or concerns.

Ray Doerner

Recreation Manager

Parks, Recreation & Community Services Department
Morton Civic Center
City of Evanston

2100 Ridge Ave. | Evanston, IL 60201 | 847-448-8046

rdoerner@cityofevanston.org | cityofevanston.org



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--

Adam Abajian

Recreation Program Coordinator – Lakefront Operations

Parks, Recreation & Community Services

Lorraine H. Morton Civic Center

2100 Ridge Ave.

Evanston, IL 60201

(P) [\(847\) 866-2913](tel:(847)866-2913)

(W) www.cityofevanston.org

(O) [Facebook](#) | [Twitter](#) | [Instagram](#) | [YouTube](#)

Download our mobile app: [App Store](#) | [Google Play Store](#)

Date : 2/17/2021 5:36:21 PM
From : "Raymond Doerner"
To : "Jennifer Lin"
Cc : "██" "Adam Abajian" , "Casey Solomon" ,
"Karen Hawk" , "Erika Doroghazi"
Subject : Re: Following up from this summer

All,

Attached is an agenda for our meeting on Friday. Looking forward to seeing everyone then!

Agenda for 2/19 meeting:

1. All gate attendants making minimum wage - Ray
2. Department HR liaison for Lakefront staff - Erika
3. Training at beginning of employment - Ray & Adam
 - a. Mandated Reporter
 - b. Sexual Harassment
 - c. Supervisor (General & Lakefront-specific)
4. Random Drug Testing - Ray
5. Corrective actions by Beach Managers/Supervisors with approval - Adam
6. Employee manual provided at beginning of employment - Ray
7. Questions / Next Steps

Ray Doerner
Recreation Manager
City of Evanston
Parks & Recreation Department
Morton Civic Center
2100 Ridge Ave. | Evanston, IL 60201 | 847-448-8046
rdoerner@cityofevanston.org | cityofevanston.org



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On Mon, Feb 1, 2021 at 1:56 PM Raymond Doerner <rdoerner@cityofevanston.org> wrote:

All,

I have sent everyone a meeting invite for Friday, February 19 at 3:30pm for a follow up meeting. I have added the Google Meets option to the invitation so the meeting can be done remotely. Please let me know if you have any questions? Thanks and look forward to meeting with everyone in a few weeks.

Ray Doerner
Recreation Manager
City of Evanston
Parks & Recreation Department
Morton Civic Center
2100 Ridge Ave. | Evanston, IL 60201 | 847-448-8046
rdoerner@cityofevanston.org | cityofevanston.org



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On Tue, Jan 19, 2021 at 3:43 PM Raymond Doerner <rdoerner@cityofevanston.org> wrote:

██
Happy New Year to all of you and we hope this note finds you well. As we have now passed the City's budget for 2021 and gotten through the holidays, we wanted to reach out to all of you to set up a meeting to give you updates about plans for the 2021 season and beyond. If you

could please discuss amongst yourselves and give us a few times in the next 2-3 weeks that you all would be available, we would like to schedule a Zoom meeting with whoever is able to attend?

Thanks!

[Ray Doerner](#)

Recreation Manager

City of Evanston

Parks & Recreation Department

Morton Civic Center

2100 Ridge Ave. | Evanston, IL 60201 | 847-448-8046

rdoerner@cityofevanston.org | cityofevanston.org



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On Tue, Oct 27, 2020 at 10:24 AM Jennifer Lin <jlin@cityofevanston.org> wrote:

Hi everyone,

Thank you for reaching out. Yes, we have had some very preliminary conversations about the plans for next season and we have not forgotten about you. Unfortunately, the priority right now is getting the City's budget passed for 2021, which will naturally dictate what resources the department will have for the lakefront. As you can imagine, COVID-19 has not been kind to the City's financial situation.

We will contact you to start meeting in the very near future. In the meantime, please stay safe and healthy.

Thanks, Jen.

On Tue, Oct 27, 2020 at 8:34 AM [REDACTED] <[\[REDACTED\]@gmail.com](mailto:[REDACTED]@gmail.com)> wrote:

Hi all,

We hope you are all doing well and staying safe. We would like to follow up about our conversations this summer regarding harassment at the lakefront. In our last meeting we talked about continuing our meetings into the fall, and we would appreciate being involved in any discussions about policies and practices to be implemented to ensure a safe work environment for women at the lakefront next season and beyond.

Best,

[REDACTED]

Date : 2/18/2021 2:55:32 PM
From : "Lawrence C. Hemingway"
To : "Karen Hawk"
Subject : Re: Following up from this summer

Thanks for keeping me in the loop.

Lawrence C. Hemingway, CPRP, Director
Parks and Recreation Department
City of Evanston
2100 Ridge Ave
Evanston, Illinois 60201
847-448-8267 (office)
847-448-8051 (fax)
www.cityofevanston.org
[Facebook](#) | [Twitter](#) | [Instagram](#) | [YouTube](#)

On Thu, Feb 18, 2021 at 11:29 AM Karen Hawk <khawk@cityofevanston.org> wrote:
Just FYI. This is the agenda for the meeting with the girls from the lakefront for tomorrow.

Karen Hawk

Assistant Director Parks and Recreation
Parks, Recreation & Community Services
Morton Civic Center
City of Evanston

2100 Ridge Ave. | Evanston, IL 60201 | 224-282-0763
khawk@cityofevanston.org | cityofevanston.org

----- Forwarded message -----

From: **Raymond Doerner** <rdoerner@cityofevanston.org>

Date: Wed, Feb 17, 2021 at 5:36 PM

Subject: Re: Following up from this summer

To: Jennifer Lin <jlin@cityofevanston.org>

Cc: [REDACTED] <[\[REDACTED\]@gmail.com](mailto:[REDACTED]@gmail.com)>, Adam Abajian <[abajian@cityofevanston.org](mailto:aabajian@cityofevanston.org)>, Casey Solomon <csolomon@cityofevanston.org>, Karen Hawk <khawk@cityofevanston.org>, Erika Doroghazi <edoroghazi@cityofevanston.org>

All,

Attached is an agenda for our meeting on Friday. Looking forward to seeing everyone then!

Agenda for 2/19 meeting:

1. All gate attendants making minimum wage - Ray
2. Department HR liaison for Lakefront staff - Erika
3. Training at beginning of employment - Ray & Adam
 - a. Mandated Reporter
 - b. Sexual Harassment
 - c. Supervisor (General & Lakefront-specific)
4. Random Drug Testing - Ray
5. Corrective actions by Beach Managers/Supervisors with approval - Adam
6. Employee manual provided at beginning of employment - Ray
7. Questions / Next Steps

Ray Doerner

Recreation Manager
City of Evanston
Parks & Recreation Department
Morton Civic Center
2100 Ridge Ave. | Evanston, IL 60201 | 847-448-8046

rdoerner@cityofevanston.org | cityofevanston.org



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All,

I have sent everyone a meeting invite for Friday, February 19 at 3:30pm for a follow up meeting. I have added the Google Meets option to the invitation so the meeting can be done remotely. Please let me know if you have any questions? Thanks and look forward to meeting with everyone in a few weeks.

Ray Doerner

Recreation Manager

City of Evanston

Parks & Recreation Department

Morton Civic Center

2100 Ridge Ave. | Evanston, IL 60201 | 847-448-8046

rdoerner@cityofevanston.org | cityofevanston.org



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Thanks!

Ray Doerner

Recreation Manager

City of Evanston

Parks & Recreation Department

Morton Civic Center

2100 Ridge Ave. | Evanston, IL 60201 | 847-448-8046

rdoerner@cityofevanston.org | cityofevanston.org



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On Tue, Oct 27, 2020 at 10:24 AM Jennifer Lin <jlin@cityofevanston.org> wrote:

Hi everyone,

Thank you for reaching out. Yes, we have had some very preliminary conversations about the plans for next season and we have not forgotten about you. Unfortunately, the priority right now is getting the City's budget passed for 2021, which will naturally dictate what resources the department will have for the lakefront. As you can imagine, COVID-19 has not been kind to the City's financial situation.

We will contact you to start meeting in the very near future. In the meantime, please stay safe and healthy.

Thanks, Jen.

On Tue, Oct 27, 2020 at 8:34 AM [REDACTED]@gmail.com wrote:

Hi all,

We hope you are all doing well and staying safe. We would like to follow up about our conversations this summer regarding harassment at the lakefront. In our last meeting we talked about continuing our meetings into the fall, and we would appreciate being involved in any discussions about policies and practices to be implemented to ensure a safe work environment for women at the lakefront next season and beyond.

Best,

[REDACTED]

Date : 7/16/2021 3:51:09 PM
From : "Jonah Meadows"
To : "Erika Storlie"
Subject : Re: Queries re: WBEZ report

A quick follow-up:

- How many employees of the parks department have resigned this week and what are their names?

On Fri, Jul 16, 2021 at 10:42 AM Jonah Meadows <jonah.meadows@patch.com> wrote:

Hi Erika,

I have some questions about the WBEZ report published today:

- Has the city terminated anyone in response to allegations of sexual harassment/abuse of lakefront employees?
 - If so: Who and when?
- How many women employees of the parks department have complained to staff about sexual harassment/abuse in the department during the past year?
- What concrete steps have city staff taken in response to allegations of sexual harassment/abuse of lakefront employees?
- Were there details left out of the WBEZ story that you think it would be valuable for residents to know about?

Deadline is ASAP.

Thanks,
Jonah Meadows
North Shore Editor, Patch
(773) 217-9001

Date : 7/16/2021 11:47:15 AM
From : "Patrick Deignan"
To : "Erika Storlie"
Subject : Re: Queries re: WBEZ report

Thanks, I can send him the statement once final.
Patrick

On Fri, Jul 16, 2021 at 11:37 AM Erika Storlie <estorlie@cityofevanston.org> wrote:

Erika Storlie
City Manager
City of Evanston
847.866.2936

----- Forwarded message -----

From: **Jonah Meadows** <jonah.meadows@patch.com>
Date: Fri, Jul 16, 2021 at 10:43 AM
Subject: Queries re: WBEZ report
To: Erika Storlie <estorlie@cityofevanston.org>

Hi Erika,

I have some questions about the WBEZ report published today:

- Has the city terminated anyone in response to allegations of sexual harassment/abuse of lakefront employees?
 - If so: Who and when?
- How many women employees of the parks department have complained to staff about sexual harassment/abuse in the department during the past year?
- What concrete steps have city staff taken in response to allegations of sexual harassment/abuse of lakefront employees?
- Were there details left out of the WBEZ story that you think it would be valuable for residents to know about?

Deadline is ASAP.

Thanks,
Jonah Meadows
North Shore Editor, Patch
(773) 217-9001

--

Patrick Deignan
Communications Manager
City Manager's Office
Morton Civic Center
City of Evanston

2100 Ridge Ave. | Evanston, IL 60201 | 847-448-8234
pdeignan@cityofevanston.org | cityofevanston.org



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Date : 4/1/2021 1:28:36 PM
From : "Jennifer Lin"
To : "Raymond Doerner"
Cc : "Erika Doroghazi" , "Karen Hawk"
Subject : Re: Sexual Harassment Training for Lakefront Staff

I have not. Let me email her now.

On Thu, Apr 1, 2021 at 1:24 PM Raymond Doerner <rdoerner@cityofevanston.org> wrote:

Jen,

Did you get a chance to talk to Joyce Marter about possibly recording a sexual harassment training that we could use for seasonal Lakefront staff and other camp staff?

Ray Doerner

Recreation Manager

City of Evanston

Parks & Recreation Department

Chandler-Newberger Center

1028 Central St. | Evanston, IL 60201 | 847-448-8046

rdoerner@cityofevanston.org | cityofevanston.org



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Date : 4/2/2021 12:49:48 PM
From : "Jennifer Lin"
To : "Raymond Doerner"
Cc : "Erika Doroghazi" , "Karen Hawk"
Subject : Re: Sexual Harassment Training for Lakefront Staff

Joyce is willing to do this for \$500. I am meeting with her next week on changing the slides to be more geared toward lakefront and camp staff. Do you want me to include you on the meeting, Ray?

On Thu, Apr 1, 2021 at 1:24 PM Raymond Doerner <rdoerner@cityofevanston.org> wrote:

Jen,

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Ray Doerner

Recreation Manager

City of Evanston

Parks & Recreation Department

Chandler-Newberger Center

1028 Central St. | Evanston, IL 60201 | 847-448-8046

rdoerner@cityofevanston.org | cityofevanston.org



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Date : 4/2/2021 12:55:14 PM
From : "Raymond Doerner"
To : "Jennifer Lin"
Cc : "Erika Doroghazi" , "Karen Hawk"
Subject : Re: Sexual Harassment Training for Lakefront Staff

That would be great. Thanks and I think it is definitely worth that money.

Ray Doerner

Recreation Manager

City of Evanston

Parks & Recreation Department

Chandler-Newberger Center

1028 Central St. | Evanston, IL 60201 | 847-448-8046

rdoerner@cityofevanston.org | cityofevanston.org



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On Fri, Apr 2, 2021 at 12:50 PM Jennifer Lin <jlin@cityofevanston.org> wrote:

Joyce is willing to do this for \$500. I am meeting with her next week on changing the slides to be more geared toward lakefront and camp staff. Do you want me to include you on the meeting, Ray?

On Thu, Apr 1, 2021 at 1:24 PM Raymond Doerner <rdoerner@cityofevanston.org> wrote:

Jen,

Did you get a chance to talk to Joyce Marter about possibly recording a sexual harassment training that we could use for seasonal Lakefront staff and other camp staff?

Ray Doerner

Recreation Manager

City of Evanston

Parks & Recreation Department

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rdoerner@cityofevanston.org | cityofevanston.org



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Date : 4/1/2021 3:23:57 PM
From : "Joyce Marter"
To : "Jennifer Lin"
Subject : Re: sexual harassment training

Sounds good! Would you like to set up a zoom for next week?

On Thu, Apr 1, 2021 at 4:10 PM Jennifer Lin <jlin@cityofevanston.org> wrote:

Hi Joyce,

\$500 will totally work. Since there is no audience participation, it can be much shorter, maybe 40 minutes top. I would love to update PPT slides with you to fit directly with the lakefront and camp staff.

Thanks, Jen.

On Thu, Apr 1, 2021 at 1:55 PM Joyce Marter <j.marter@comcast.net> wrote:

Hi! I'd be happy to do this for you! Would \$500 work? I've been so busy speaking during the pandemic that my new rate is \$2000 an hour for non-profits (\$5K for profit) but I am happy to lower it to \$500 because you all have been so good to me. If \$500 doesn't work, let me know what would and we will get it done!

I wanted to let you know that [my book](#) is coming out this July. It is a mental health/financial health book published by Sounds True. The book is a wellness program that would be a great resource for staff and also residents of Evanston. I would be happy to donate a complimentary webinar covering the content of the book. It would be amazing if Evanston could support me in having some sort of book signing event (I would speak for free). If you can think of anything that would be helpful to the city and also help me promote the book, I would be so grateful. I wonder if I should be reaching out to the Chamber of Commerce or some other groups as well. Any recommendations or intros would be so appreciated! I have attached my new one-sheet.

I hope you and your fam are doing well. I miss seeing you and doing trainings for the city!!

Best,
Joyce

On Thu, Apr 1, 2021 at 2:31 PM Jennifer Lin <jlin@cityofevanston.org> wrote:

Hi Joyce,

How much would you charge us to create a pre-recorded Sexual Harassment Training for the seasonal lakefront staff? This would be similar to the training you did last year with a focus on the issues with supervising younger staff. Because of its specific content for employees who supervise younger employees, we would be limited to its use for lakefront and summer camp employees.

Please let me know.

Thanks, Jen.

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Joyce Marter, LCPC

[She/Her/Hers](#)

National Keynote Speaker | CEO, Joyce Marter Enterprises, Inc.

[\(312\) 213-9324](tel:(312)213-9324) | joyce@joyce-marter.com

www.joyce-marter.com

Founder & Psychotherapist, [Urban Balance](#)

Adjunct Faculty, The Family Institute at Northwestern University

Past-Chair of the Midwest Region, American Counseling

Association

Chief Brand Ambassador, [Refresh Mental Health](#)



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Date : 4/1/2021 4:05:13 PM
From : "Jennifer Lin"
To : "Joyce Marter"
Subject : Re: sexual harassment training

Sure, I am pretty free all week.

On Thu, Apr 1, 2021 at 3:24 PM Joyce Marter <j.marter@comcast.net> wrote:
Sounds good! Would you like to set up a zoom for next week?

On Thu, Apr 1, 2021 at 4:10 PM Jennifer Lin <jlin@cityofevanston.org> wrote:
Hi Joyce,

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Thanks, Jen.

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Joyce Marter, LCPC

[She/Her/Hers](#)

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Date : 4/1/2021 4:57:12 PM
From : "Jennifer Lin"
To : "Joyce Marter"
Subject : Re: sexual harassment training

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Date : 4/1/2021 4:16:50 PM
From : "Joyce Marter"
To : "Jennifer Lin"
Subject : Re: sexual harassment training

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From : "Jennifer Lin"
To : "Joyce Marter"
Subject : Re: sexual harassment training

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To : "Jennifer Lin"
Subject : Re: sexual harassment training
Attachment : One Sheet - Marter.pdf;

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Joyce Marter

Renowned Psychotherapist, National Speaker, CEO,
Entrepreneur, Author, & Media Contributor

Transcending stigmas and shining a bright light on mental health, Joyce Marter delivers eye-opening and transformative behavioral health presentations. To minimize shame and provide support for individuals seeking to overcome their internal conflicts, Joyce travels around the country delivering talks, keynote speeches, and educational training related to mental health, addiction, relationship issues, and more.

Joyce infuses each presentation with a sense of humor and a positive attitude. This approach, combined with more than two decades of experience in the field of psychotherapy, has helped drive Joyce's reputation as a talented and sought-after speaker. Joyce's discussions are inclusive, attentive, and genuine. By educating her audience while sharing her own stories, she works to normalize the mental health issues we all face, one way or another, each and every day.

- Licensed Clinical Professional Counselor for 20 years
- Founder of Urban Balance, a counseling practice she launched in 2004 with \$500 and \$50,000 in student loans, & grew to over 100 therapists working from locations across the United States
- Sold Urban Balance to Refresh Mental Health in 2017, where it continuously grosses over \$5 million annually
- Chair of the Midwest Region of the American Counseling Association
- Chief Brand Ambassador for Refresh Mental Health.
- Served as the President of the Board of The Illinois Counseling Association & of The Illinois Mental Health Counselors Association.

Award-Winning Professional



Award-Winning
Counselor, Business
Professional & Leader



Crain's Chicago
Business, "40 Under
40" List (2010)



The Family Institute at
Northwestern University,
Distinguished Alumni
of the Year (2008)



The Illinois Mental Health
Counselors Association,
President's Award for
Excellence in Leadership

Most Requested Presentations

Joyce can provide keynotes, breakout sessions, corporate trainings, continuing education trainings, panels, virtual presentations, and webinars. Her areas of expertise include:

- The Psychology of Success
- Mindfulness
- Mental Wealth
- Stress Management
- Financial Self-Care
- Work-Life Balance
- Promoting Mental Health & Resilience During Challenging Times
- Conscious Leadership
- Mental Health Awareness: Breaking Stigma & Promoting Access to Care
- Conflict Resolution
- Sexual Harassment

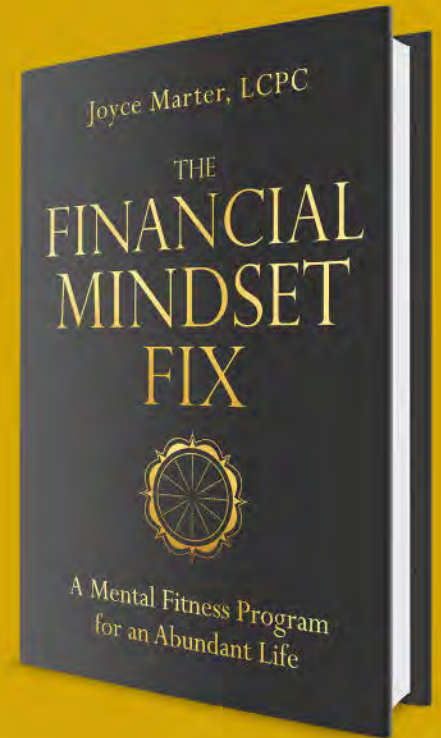


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Joyce's new book, *The Financial Mindset Fix*, was written to help cultivate mental and spiritual discipline for taking charge of your financial well-being. Readers will cultivate twelve mindsets that are empirically proven to improve both mental and financial health. And not just financial wealth, but a life of abundance including connected and supported relationships and inner peace. Through Joyce's process, readers will learn how to release limiting habits and beliefs and become open to a world of financial security and confidence.

In addition, Joyce has extensive blogging and media experience. She began blogging in 2013, is a resident author for PsychCentral, The Huffington Post, Spirituality & Health Magazine, The Good Men Project, and marriage.com. Joyce is also routinely consulted as a psychological expert in the media. According to the media-monitoring service Critical Mention, Joyce's 2018 media appearances reached an audience of over one billion people in 11 countries on 5 continents.



Clients



Hear from Joyce's clients



She was authentic & vulnerable (the things we read about & strive to achieve), and was an excellent storyteller, full of wisdom.

Candice Jackson Ashburn
PHILANTHROPIST, SPEAKER, WRITER



Even though Joyce has built a multi-million dollar company, when she speaks on stage, she injects humor and authenticity - so she becomes relatable to all audiences. Joyce uses her mental health and business background to inspire audiences to find more success, fulfillment, and balance in their lives. She commands the room with authority, yet makes each person feel like they know her. Her presentations are full of heart and are incredible inclusive. She's perfect for large and small audiences. Book her!

Kathryn Janieck
THREE-TIME EMMY WINNING PRODUCER



Date : 4/5/2021 1:57:25 PM
From : "Joyce Marter"
To : "Jennifer Lin"
Subject : Re: sexual harassment training
Attachment : COE 2021 Sexual Harassment Prevention Training.ppt;

Hi! Here is the zoom link and I have attached the slides.

Joyce Marter is inviting you to a scheduled Zoom meeting.

Topic: Jen/Joyce
Time: Apr 5, 2021 02:00 PM Central Time (US and Canada)

Join Zoom Meeting
<https://zoomus/j/95891806755>

Meeting ID: 958 9180 6755
One tap mobile
+13017158592,,95891806755# US (Washington DC)
+13126266799,,95891806755# US (Chicago)

Dial by your location
+1 301 715 8592 US (Washington DC)
+1 312 626 6799 US (Chicago)
+1 646 876 9923 US (New York)
+1 253 215 8782 US (Tacoma)
+1 346 248 7799 US (Houston)
+1 669 900 6833 US (San Jose)

Meeting ID: 958 9180 6755
Find your local number: <https://zoomus/u/aclOmfWXM>

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Date : 8/6/2020 8:57:06 PM
From : "Victoria M Foreman"
To : "Jennifer Lin"
Cc : "Casey Solomon" , "Adam Abajian" , "Raymond Doerner" , "Karen Hawk" , "Erika Doroghazi"
Subject : Re: Sexual Harassment Training

Thank you for the training!

Tori

[Sent from Yahoo Mail for iPhone](#)

On Thursday, August 6, 2020, 8:25 PM, Jennifer Lin <jlin@cityofevanston.org> wrote:

Hi everyone,

Thank you for attending this week's mandatory training on sexual harassment. For those of you who were unable to attend, Adam or Ray will reach out to you separately to schedule training. I hope that you found the training helpful and impactful, and we are committed to providing this kind of training to you every year as required by state law.

I wanted to include some contact information and some resources that are available to you.

Joyce Marter, the trainer
joyce@joyce-marter.com

Erika Doroghazi, HR liaison for lakefront staff
edoroghazi@cityofevanston.org
847-448-8146

Casey Solomon, HR Specialist for the department
csolomon@cityofevanston.org
847-448-8242

Employee Assistance Program
www.espyr.com
(password for the website is ██████████ in the top right hand corner)
800-869-0276

This resource is free and available to all of you as City employees. The website has a great deal of useful content and tools. You can also call the 800 number to speak to someone in person and be referred for counseling services.

You can text EVANSTON to 345345 to get the slides from the sexual harassment training and other available resources directly from the trainer.

I will be directing Erika to make some visits to the lakefront over the next few weeks to introduce herself. Please use her as a direct pipeline to the department, HR, or the City, and use her as a valuable resource. She is familiar with City policies and procedures and PRCS operations, and she knows who to contact for any issues that may arise.

Thank you.

Jennifer Lin
HR Division Manager
City of Evanston

2100 Ridge Avenue | Evanston IL 60201
847-448-8240 (O) | 847-448-8109 (F)
jlin@cityofevanston.org | cityofevanston.org

Date : 7/28/2020 5:59:31 PM
From : "Karen Hawk"
To : "Jennifer Lin"
Cc : "Adam Abajian", "Raymond Doerner", "Casey Solomon"
Subject : Re: sexual harassment training

Ray

Will you please get an email out to all lakefront staff regarding this training? Additionally, we you please get Jen the list of staff for each day? Thank you!

On Jul 28, 2020, at 2:24 PM, Jennifer Lin <jlin@cityofevanston.org> wrote:

August 5 and 6 from 8-9AM have been confirmed with Joyce. I told her I would do my best to split the group up in halves on both days. Perhaps you could give me a list (to maximize the variety). I will then send them the Zoom link via email. We will require everyone to turn on their video so that we can see their faces.

Thanks, Jen.

On Mon, Jul 27, 2020 at 10:18 AM Karen Hawk <khawk@cityofevanston.org> wrote:

Lets do August 5 & 6th.

Karen Hawk

Assistant Director Parks, Recreation & Community Services

Parks, Recreation & Community Services

Morton Civic Center

City of Evanston

2100 Ridge Ave. | Evanston, IL 60201 | 847-448-8294

khawk@cityofevanston.org | cityofevanston.org



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On Fri, Jul 24, 2020 at 5:23 PM Jennifer Lin <jlin@cityofevanston.org> wrote:

Hi,

Joyce Marter, who did our sexual harassment training, is available August 5, 6, 13 and/or 14. If you think we can knock these out in 2 training sessions, let's do August 5 and 6 from 8AM-9AM. She'll be using Zoom and everyone will need to participate on one of those dates. We will pay staff for the training.

We can use some of the content she used for our training and then get rid of the scenarios we played out but rather focus on the prohibition of romantic/sexual relationships between supervisors and staff (consensual or not). We talk about how this throws off the balance of power and unevens the playing field. We talk about how any type of sexual conduct with a minor is criminal. We also talk about the prohibition of sex-based conduct or behavior in the workplace and remind them that are obligated to report it and remind them who they can report to. Most of the content would be similar to what we received last year.

Let me know if these dates work for you so I can get them confirmed with Joyce.

Thanks, Jen.

Date : 7/28/2020 6:01:59 PM
From : "Jennifer Lin"
To : "Karen Hawk"
Cc : "Adam Abajian", "Raymond Doerner", "Casey Solomon"
Subject : Re: sexual harassment training
Attachment : Beach Staff.xlsx;

Here's the full list of staff who need to attend. Both Ray and Adam should attend as will Casey and myself.

On Tue, Jul 28, 2020 at 5:59 PM Karen Hawk <khawk@cityofevanston.org> wrote:

Ray

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Thanks, Jen.

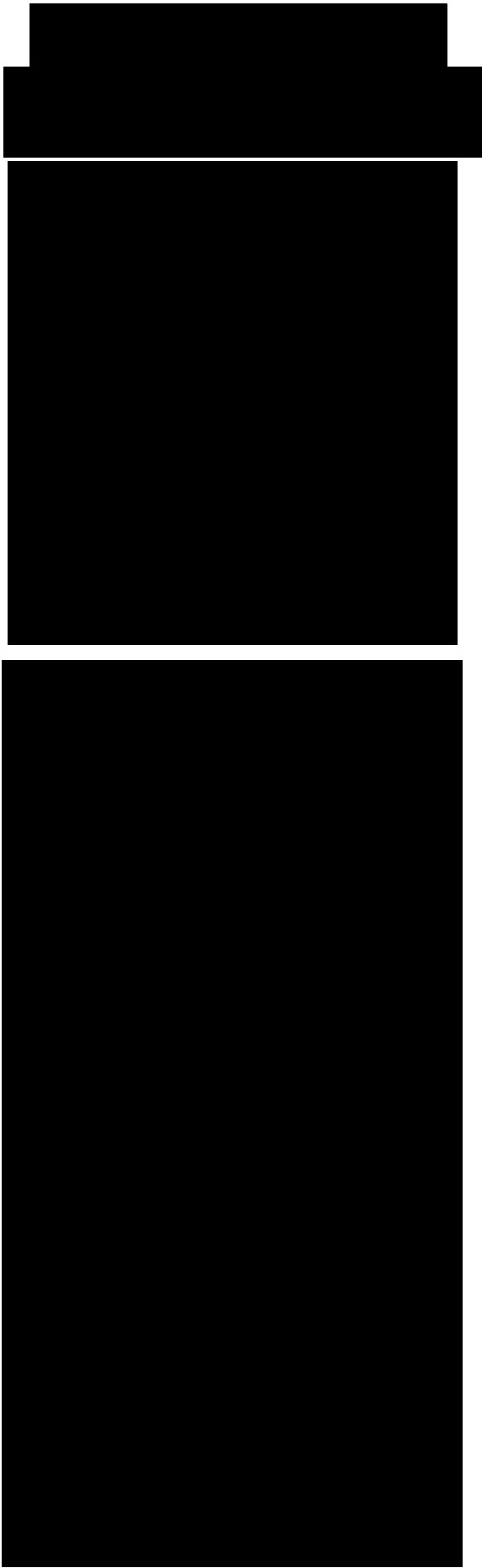
Employee Number	Employee Name	Address	Date Of Birth
	SCHARDT, ASHTON J		
	MILLS, SHARON		
	MOHRENWEISER, AARON		
	MARTINEZ, RICARDO		
	RUBENSTEIN, LEO		
	BECKER-CHIU, GRAHAM		
	BERINDE, LUIGI		
	DAVIDSON, OREN		
	MILLER, MAGDALEN		
	LUCAS, NIAMH		
	MELENDRES, JORGE		
	LOOP, SAMUEL		
	FANNING, MARGARET		
	VERRILLI, LEONARDO		
	NGUYEN, QUINTIN		
	WAGNER, EVAN		
	WONG-SANG, MIA K		
	CHI, JACOB		
	STERNSTEIN, HENRY		
	ARGENTO, SOPHIA		
	BOOZER, TKEYHA		
	COVAL, AMY		
	OH, ADRIANA		
	CHILDS, ALEXANDRA		
	FELIX, SAMUEL Q		
	CASEY, ELLIOT		
	TORAIN, ERNEST		
	DAVIDSON , DALIA		
	EPLEY, EVA		
	NI'SHUILLEABHAIN, HANN/		
	AMENECHI, MARCUS-ANTH		
	WOLF, ALISSA		
	BROCK, JONAS		
	RUSSELL, TIMOTHY M		
	O'CONNOR, CIARAN		
	GODWIN, MARKESE		
	O'HARA, RYAN		
	DIZDAREVIC, MINA		
	REINHART, CELIA		
	GUY, TAMARA S		
	COUTRE, WILLIAM D		
	WEINER, MIRA Q		
	SONKIN, ZACHARY R		
	MARTIN, AARON		
	SUHS, BENJAMIN		
	GARTON, TRISTAN		
	MCCARTNEY, JOSEPHINE		
	LONG, ERIN		

SWEENEY, MICHAEL V
BROWN, SOPHIA
REINHART, ISABELLA
UMMEL, NATHANIEL
MARKOVICH, TOMER
PETRICK, CHARLIE
GILBERT-BARTELL, ELOISE
MCMICHAEL, CLAIRE
SHERPA, JEREMY
SHERMAN, ELLIOT H
GOODMAN, HENRY
LONG, NATALIE
HENNELLY, ULYSSES
MAGUIRE, NANCY
UMMEL, LOUISA
HERZIG, QUENTIN
LAPAGLIA, LUCAS P
WARD, CONOR J
BERKOVICH, JAIME A
FELIX, CHARLES
CHAPON, CAROLINE
FOREMAN, VICTORIA M
VANCE-COLBY, PATRICK M
MCCANDLISH, SOPHIA
KEITH, PHILIP
LOTT, RACHEL
COLEMAN, BENJAMIN B
STOVER, LUKE
CVETAS, ZOE M
BERG, LEO
ONUSCHECK, WILLIAM H
VAN MIEGHEM, KATHARIN
SLOANE, GABRIELLA H
IACHINI, PETER
LEE, ANNIE
CARLSON , AMELIA
HOLLAND, KATHERINE
FRIEDMAN, KATE A
KING, GRACE
KING, GRANT
TAYLOR, MARIO
BAKER, OWEN
DAFFADA , LAUREN
O'CONNOR, SEAN
DAVIS, ELLIOT D
UROW, ISAAC
STEIN , HANNAH

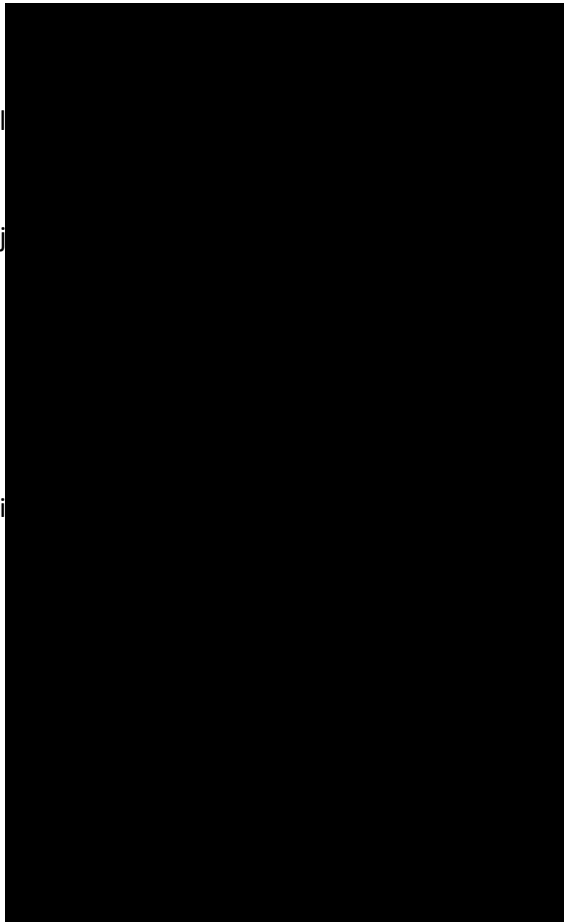
WILBURN , ADRIAN
SUVARI, RICHARD A
SULLIVAN, KATHERINE
SUVARI, JOHN
NELSON, TREVOR
VAN MIEGHEM, MAXIMIL
RAMOS-TORRESCANO, SA
RUSSO, MARK
STAMOS, LUKE
FREDRICK, ANNA
DILLON, AIDAN
CVETAS, JACOB
STRUVE, NATALIE E
DESTEFANO, EVAN H
STEPHENS, THOMAS L
O'SULLIVAN , EAMON
BERG, ██████████
VANCE-COLBY, CAMERON
WOLFF, IANA
ALLEN, WILLIAM J
EHRlich , COLLIN
EDWARDS, WILLIAM L
RUSSO, CHRISTOPHER
KING, MELINDA E
SONDAK, ETHAN
BAILEY, CHASE M
CANNIDA, MATTHEW J
SEALS, WILLIE

Race	Gender	Email	Phone
1 - White (Not Hispanic or IM	M - Male		
2 - Black or African American	F - Female		
1 - White (Not Hispanic or IM	M - Male		
3 - Hispanic or Latino	M - Male		
1 - White (Not Hispanic or IF	F - Female		
4 - Asian (Not Hispanic or LM	M - Male		
1 - White (Not Hispanic or IM	M - Male		
1 - White (Not Hispanic or IM	M - Male		
1 - White (Not Hispanic or IF	F - Female		
1 - White (Not Hispanic or IF	F - Female		
3 - Hispanic or Latino	M - Male		
1 - White (Not Hispanic or IM	M - Male		
1 - White (Not Hispanic or IF	F - Female		
1 - White (Not Hispanic or IM	M - Male		
4 - Asian (Not Hispanic or LM	M - Male		
3 - Hispanic or Latino	M - Male		
2 - Black or African American	F - Female		
1 - White (Not Hispanic or IM	M - Male		
1 - White (Not Hispanic or IM	M - Male		
1 - White (Not Hispanic or IF	F - Female		
2 - Black or African American	F - Female		
1 - White (Not Hispanic or IF	F - Female		
4 - Asian (Not Hispanic or LF	F - Female		
1 - White (Not Hispanic or IF	F - Female		
1 - White (Not Hispanic or IM	M - Male		
1 - White (Not Hispanic or IM	M - Male		
7 - Two or More Races (No	M - Male		
1 - White (Not Hispanic or IF	F - Female		
1 - White (Not Hispanic or IF	F - Female		
1 - White (Not Hispanic or IF	F - Female		
2 - Black or African American	M - Male		
7 - Two or More Races (No	F - Female		
1 - White (Not Hispanic or IM	M - Male		
2 - Black or African American	M - Male		
1 - White (Not Hispanic or IM	M - Male		
2 - Black or African American	M - Male		
1 - White (Not Hispanic or IM	M - Male		
1 - White (Not Hispanic or IF	F - Female		
1 - White (Not Hispanic or IF	F - Female		
2 - Black or African American	F - Female		
1 - White (Not Hispanic or IM	M - Male		
4 - Asian (Not Hispanic or LF	F - Female		
1 - White (Not Hispanic or IM	M - Male		
1 - White (Not Hispanic or IM	M - Male		
1 - White (Not Hispanic or IM	M - Male		
1 - White (Not Hispanic or IM	M - Male		
1 - White (Not Hispanic or IF	F - Female		
1 - White (Not Hispanic or IF	F - Female		

1 - White (Not Hispanic or IM - Male
7 - Two or More Races (No F - Female
1 - White (Not Hispanic or IF - Female
1 - White (Not Hispanic or IM - Male
7 - Two or More Races (No M - Male
1 - White (Not Hispanic or IM - Male
1 - White (Not Hispanic or IF - Female
1 - White (Not Hispanic or IF - Female
4 - Asian (Not Hispanic or LM - Male
1 - White (Not Hispanic or IM - Male
1 - White (Not Hispanic or IM - Male
1 - White (Not Hispanic or IF - Female
1 - White (Not Hispanic or IM - Male
1 - White (Not Hispanic or IF - Female
1 - White (Not Hispanic or IF - Female
1 - White (Not Hispanic or IM - Male
1 - White (Not Hispanic or IM - Male
3 - Hispanic or Latino M - Male
1 - White (Not Hispanic or IM - Male
1 - White (Not Hispanic or IM - Male
1 - White (Not Hispanic or IF - Female
2 - Black or African American F - Female
1 - White (Not Hispanic or IM - Male
1 - White (Not Hispanic or IF - Female
1 - White (Not Hispanic or IM - Male
1 - White (Not Hispanic or IF - Female
1 - White (Not Hispanic or IM - Male
1 - White (Not Hispanic or IM - Male
7 - Two or More Races (No F - Female
1 - White (Not Hispanic or IM - Male
1 - White (Not Hispanic or IM - Male
1 - White (Not Hispanic or IF - Female
1 - White (Not Hispanic or IF - Female
1 - White (Not Hispanic or IF - Female
1 - White (Not Hispanic or IF - Female
1 - White (Not Hispanic or IF - Female
1 - White (Not Hispanic or IF - Female
1 - White (Not Hispanic or IM - Male
2 - Black or African American M - Male
1 - White (Not Hispanic or IM - Male
1 - White (Not Hispanic or IF - Female
1 - White (Not Hispanic or IM - Male
1 - White (Not Hispanic or IM - Male
1 - White (Not Hispanic or IM - Male
1 - White (Not Hispanic or IF - Female



2 - Black or African American: M - Male
1 - White (Not Hispanic or IM - Male
1 - White (Not Hispanic or IF - Female
1 - White (Not Hispanic or IM - Male
1 - White (Not Hispanic or IM - Male
1 - White (Not Hispanic or IM - Male
3 - Hispanic or Latino M - Male
1 - White (Not Hispanic or IM - Male
1 - White (Not Hispanic or IM - Male
1 - White (Not Hispanic or IF - Female
1 - White (Not Hispanic or IM - Male
1 - White (Not Hispanic or IM - Male
1 - White (Not Hispanic or IM - Male
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1 - White (Not Hispanic or IM - Male
1 - White (Not Hispanic or IM - Male
1 - White (Not Hispanic or IM - Male
1 - White (Not Hispanic or IF - Female
1 - White (Not Hispanic or IM - Male
2 - Black or African American: F - Female
1 - White (Not Hispanic or IM - Male
2 - Black or African American: M - Male
1 - White (Not Hispanic or IM - Male
1 - White (Not Hispanic or IM - Male
1 - White (Not Hispanic or IF - Female
1 - White (Not Hispanic or IM - Male
1 - White (Not Hispanic or IM - Male
1 - White (Not Hispanic or IM - Male
2 - Black or African American: M - Male



Position

Assistant Lakefront Coordinator
RECREATION MAINTENANCE
Lakefront Supervisor
Assistant Lakefront Coordinator
Assistant Lakefront Coordinator
Asst Lakefront Coordinator
Lifeguard
LIFEGUARD
Gate Attendant
GATE ATTENDANT
Recreation Maintenance
GATE ATTENDANT
Lifeguard
Lifeguard
Gate Attendant
LIFEGUARD
Gate Attendant
Gate Attendant
Gate Attendant
GATE ATTENDANT
RECREATION MAINTENANCE
Lifeguard
Lifeguard
GATE ATTENDANT
Gate Attendant
GATE ATTENDANT
GATE ATTENDANT
Gate Attendant
Gate Attendant
Beach Office Staff
Lifeguard
Gate Attendant
Gate Attendant
Gate Attendant
Lifeguard
Recreation Maintenance
Gate Attendant
Lifeguard
Lifeguard
Beach Attendant
Lifeguard
Beach Office Staff
Gate Attendant
Lifeguard
Lifeguard
Lifeguard
Lifeguard
Lifeguard

Lifeguard
Lifeguard
Lifeguard
Lifeguard
Lifeguard
Lifeguard
Lifeguard
GATE ATTENDANT
Lifeguard
Lifeguard
Lifeguard
Lifeguard
Lifeguard
Lifeguard
Beach Office Staff
Lifeguard
Aquatic Camp Counselor
Lifeguard
Lifeguard
Lifeguard
Beach Officer Coordinator
Dempster Gate Attendant
Lifeguard
Lifeguard
Lifeguard
Lifeguard
Beach Manager
Lifeguard
Lifeguard
Lifeguard
Lifeguard
Lifeguard
Lifeguard
Lifeguard
Lifeguard
Lifeguard
Life Guard
Lifeguard
Lifeguard
lifeguard
Recreation Maintenance Team Lead
Life Guard
Beach Office Staff
Lakefront Supervisor
Lifeguard
Lifeguard
Beach Manager

Beach Office Staff
Beach Manager
Beach Office Staff
Beach Manager
Beach Manager
Lifeguard
Lifeguard
Beach Manager
Beach Manager
Beach Office Staff
Beach Manager
Beach Manager
Beach Manager
Beach Office staff
Beach Manager
Beach Manager
Beach Manager
Lakefront Supervisor
Lakefront Supervisor
Lifeguard
Lakefront Supervisor
Beach Manager
Lakefront Supervisor
Lakefront Supervisor
Lakefront Supervisor
Lakefront Supervisor
Lakefront Supervisor
Beach Office Staff
Recreation Maintenance Staff

Date : 8/3/2020 1:50:26 PM
From : "Jennifer Lin"
To : "Raymond Doerner"
Subject : Re: Thursday, August 6 Virtual Sexual Harassment Training

Is this on a wufoo from? Can you send me the export so I can easily cut and paste the email addresses into the meeting invite? If it's Wufoo, I can look for it too.

On Mon, Aug 3, 2020 at 1:47 PM Raymond Doerner <rdoerner@cityofevanston.org> wrote:

Here are the lakefront staff for the Thursday training.

Employee Number	Employee Name		Position	Date
350560	ALLEN, WILLIAM J		Lifeguard	Thursday, August 6
352781	ARGENTO, SOPHIA		GATE ATTENDANT	Thursday, August 6
351466	BAKER, OWEN		Life Guard	Thursday, August 6
286863	BECKER-CHIU, GRAHAM		com Asst Lakefront Coordinator	Thursday, August 6
350455	BERG, KIERSA		Beach Manager	Thursday, August 6
351841	BERG, LEO		Lifeguard	Thursday, August 6
352325	BERKOVICH, JAIME A		m Lifeguard	Thursday, August 6
352754	BROCK, JONAS	jonashbrock@gmail.com	Gate Attendant	Thursday, August 6
350050	CANNIDA, MATTHEW J		Beach Office Staff	Thursday, August 6
352765	CASEY, ELLIOT		GATE ATTENDANT	Thursday, August 6
352338	CHAPON, CAROLINE		m Lifeguard	Thursday, August 6
352762	CHILDS, ALEXANDRA		GATE ATTENDANT	Thursday, August 6
352010	COLEMAN, BENJAMIN B		Lifeguard	Thursday, August 6
352755	COVAL, AMY		Lifeguard	Thursday, August 6
350856	CVETAS, JACOB		Beach Manager	Thursday, August 6
351833	CVETAS, ZOE M		Lifeguard	Thursday, August 6
351773	DAVIS, ELLIOT D		Lifeguard	Thursday, August 6
351047	DESTEFANO, EVAN H		Beach Office staff	Thursday, August 6
350854	DILLON, AIDAN		Beach Manager	Thursday, August 6
350582	EHRlich, COLLIN		Lakefront Supervisor	Thursday, August 6
352337	FELIX, CHARLES		Lifeguard	Thursday, August 6
352763	FELIX, SAMUEL Q		Gate Attendant	Thursday, August 6
351930	FOREMAN, VICTORIA M		Beach Officer Coordinator	Thursday, August 6
352351	GILBERT-BARTELL, ELOISE		Lifeguard	Thursday, August 6
352340	GOODMAN, HENRY		Lifeguard	Thursday, August 6
352343	HENNELLY, ULYSSES		Lifeguard	Thursday, August 6
351800	HOLLAND, KATHERINE		Life Guard	Thursday, August 6
351774	IACHINI, PETER		Lifeguard	Thursday, August 6
351973	KEITH, PHILIP		Lifeguard	Thursday, August 6
351775	LEE, ANNIE		Lifeguard	Thursday, August 6
	LEVY, ANNA	annaleeMS17@gmail.com	Lifeguard	Thursday, August 6
352362	LONG, ERIN		Lifeguard	Thursday, August 6
352342	LONG, NATALIE		Lifeguard	Thursday, August 6
352791	LOOP, SAMUEL		GATE ATTENDANT	Thursday, August 6
351987	LOTT, RACHEL		m Lifeguard	Thursday, August 6
352348	MARKOVICH, TOMER		g Lifeguard	Thursday, August 6
266491	MARTINEZ, RICARDO		Assistant Lakefront Coordinator	Thursday, August 6
352584	O'CONNOR, CIARAN		l.com Lifeguard	Thursday, August 6
351510	O'CONNOR, SEAN		Lakefront Supervisor	Thursday, August 6
352735	O'HARA, RYAN		Gate Attendant	Thursday, August 6
351873	ONUSCHECK, WILLIAM H		m Lifeguard	Thursday, August 6
351308	O'SULLIVAN, EAMON		n Beach Manager	Thursday, August 6
352350	PETRICK, CHARLIE		com Lifeguard	Thursday, August 6
351405	RAMOS-TORRESCANO, SANTIAGO		ail.com Lifeguard	Thursday, August 6
352353	SHERPA, JEREMY		om Lifeguard	Thursday, August 6
352529	SONKIN, ZACHARY R		Gate Attendant	Thursday, August 6
351447	STEIN, HANNAH		Beach Manager	Thursday, August 6
352779	STERNSTEIN, HENRY		g Gate Attendant	Thursday, August 6
350984	STRUVE, NATALIE E		.com Beach Manager	Thursday, August 6
352550	SUHS, BENJAMIN		Lifeguard	Thursday, August 6
351423	UROW, ISAAC		Lifeguard	Thursday, August 6
351877	VAN MIEGHEM, KATHARINE		Lifeguard	Thursday, August 6
351404	VAN MIEGHEM, MAXIMILLIAAN R		ail.com Lifeguard	Thursday, August 6
351940	VANCE-COLBY, PATRICK M		om Dempster Gate Attendant	Thursday, August 6
352796	VERRILLI, LEONARDO		Lifeguard	Thursday, August 6
352773	WAGNER, EVAN		m LIFEGUARD	Thursday, August 6

WARD, CONOR J
WOLF, ALISSA

Aquatic Camp Counselor
Gate Attendant

Thursday, August 6
Thursday, August 6

[Ray Doerner](#)

Recreation Manager

Parks, Recreation & Community Services Department
Morton Civic Center
City of Evanston

2100 Ridge Ave. | Evanston, IL 60201 | 847-448-8046

rdoerner@cityofevanston.org | cityofevanston.org



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Date : 8/3/2020 1:52:02 PM
From : "Raymond Doerner"
To : "Jennifer Lin"
Subject : Re: Thursday, August 6 Virtual Sexual Harassment Training
Attachment : Beach Staff.xlsx;

Just use this sheet as not everyone completed the Wufoo so I just assigned them.

Ray Doerner
 Recreation Manager
 Parks, Recreation & Community Services Department
 Morton Civic Center
 City of Evanston

2100 Ridge Ave. | Evanston, IL 60201 | 847-448-8046

rdoerner@cityofevanston.org | cityofevanston.org



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351833	CVETAS, ZOE M		Lifeguard	Thursday, August 6
351773	DAVIS, ELLIOT D		Lifeguard	Thursday, August 6
351047	DESTEFANO, EVAN H		Beach Office staff	Thursday, August 6
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350582	EHRlich, COLLIN		Lakefront Supervisor	Thursday, August 6
352337	FELIX, CHARLES		Lifeguard	Thursday, August 6
352763	FELIX, SAMUEL Q		Gate Attendant	Thursday, August 6
351930	FOREMAN, VICTORIA M		Beach Officer Coordinator	Thursday, August 6
352351	GILBERT-BARTELL, ELOISE		Lifeguard	Thursday, August 6
352340	GOODMAN, HENRY		Lifeguard	Thursday, August 6
352343	HENNELLY, ULYSSES		Lifeguard	Thursday, August 6
351800	HOLLAND, KATHERINE		Life Guard	Thursday, August 6
351774	IACHINI, PETER		Lifeguard	Thursday, August 6
351973	KEITH, PHILIP		Lifeguard	Thursday, August 6
351775	LEE, ANNIE		Lifeguard	Thursday, August 6
	LEVY, ANNA		Lifeguard	Thursday, August 6
352362	LONG, ERIN		Lifeguard	Thursday, August 6
352342	LONG, NATALIE		Lifeguard	Thursday, August 6
352781	LONG, SAMUEL		GATE ATTENDANT	Thursday, August 6

352791	LOUP, SAMUEL		GATE ATTENDANT	Thursday, August 6
351987	LOTT, RACHEL		Lifeguard	Thursday, August 6
352348	MARKOVICH, TOMER		Lifeguard	Thursday, August 6
266491	MARTINEZ, RICARDO		Assistant Lakefront Coordinator	Thursday, August 6
352584	O'CONNOR, CIARAN		Lifeguard	Thursday, August 6
351510	O'CONNOR, SEAN		Lakefront Supervisor	Thursday, August 6
352735	O'HARA, RYAN		Gate Attendant	Thursday, August 6
351873	ONUSCHECK, WILLIAM H		Lifeguard	Thursday, August 6
351308	O'SULLIVAN, EAMON		Beach Manager	Thursday, August 6
352350	PETRICK, CHARLIE		Lifeguard	Thursday, August 6
351405	RAMOS-TORRESCANO, SANTIAGO		Lifeguard	Thursday, August 6
352353	SHERPA, JEREMY		Lifeguard	Thursday, August 6
352529	SONKIN, ZACHARY R		Gate Attendant	Thursday, August 6
351447	STEIN, HANNAH		Beach Manager	Thursday, August 6
352779	STERNSTEIN, HENRY		Gate Attendant	Thursday, August 6
350984	STRUVE, NATALIE E		Beach Manager	Thursday, August 6
352550	SUHS, BENJAMIN		Lifeguard	Thursday, August 6
351423	UROW, ISAAC		Lifeguard	Thursday, August 6
351877	VAN MIEGHEM, KATHARINE		Lifeguard	Thursday, August 6
351404	VAN MIEGHEM, MAXIMILLIAAN R		Lifeguard	Thursday, August 6
351940	VANCE-COLBY, PATRICK M		Dempster Gate Attendant	Thursday, August 6
352796	VERRILLI, LEONARDO		Lifeguard	Thursday, August 6
352773	WAGNER, EVAN		LIFEGUARD	Thursday, August 6
352045	WARD, CONOR J		Aquatic Camp Counselor	Thursday, August 6
352752	WOLF, ALISSA		Gate Attendant	Thursday, August 6

[Ray Doerner](#)

Recreation Manager

Parks, Recreation & Community Services Department
Morton Civic Center
City of Evanston

2100 Ridge Ave. | Evanston, IL 60201 | 847-448-8046

rdoerner@cityofevanston.org | cityofevanston.org




Evanston is counting on you!

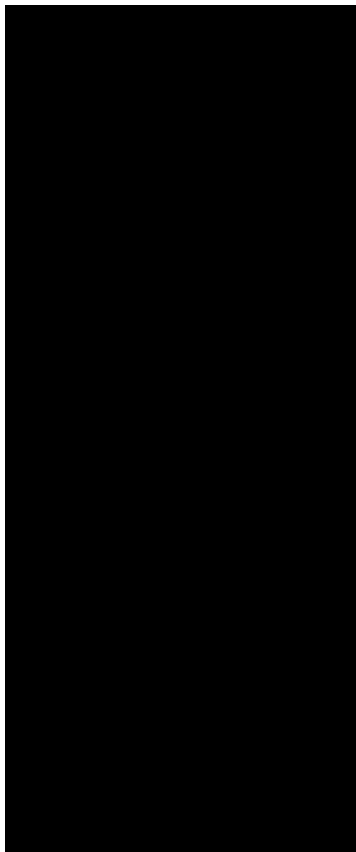
Complete the 2020 U.S. Census at my2020census.gov.

Employee Number	Employee Name	Email
[REDACTED]	ALLEN, WILLIAM J AMENECHI, MARCUS-ANTHONY ARGENTO, SOPHIA BAILEY, CHASE M BAKER, OWEN BECKER-CHIU, GRAHAM BERG, [REDACTED] BERG, LEO BERINDE, LUIGI BERKOVICH, JAIME A BROCK, JONAS BROWN, SOPHIA CANNIDA, MATTHEW J CARLSON , AMELIA CASEY, ELLIOT CHAPON, CAROLINE CHI, JACOB CHILDS, ALEXANDRA COLEMAN, BENJAMIN B COUTRE, WILLIAM D COVAL, AMY CVETAS, JACOB CVETAS, ZOE M DAFFADA , LAUREN DAVIDSON , DALIA DAVIDSON, OREN DAVIS, ELLIOT D DESTEFANO, EVAN H DILLON, AIDAN DIZDAREVIC, MINA EDWARDS, WILLIAM L EHRlich , COLLIN EPLEY, EVA FANNING, MARGARET FELIX, CHARLES FELIX, SAMUEL Q FOREMAN, VICTORIA M FREDRICK, ANNA FRIEDMAN, KATE A GARTON, TRISTAN GILBERT-BARTELL, ELOISE GOODMAN, HENRY GUY, TAMARA S HENNELLY, ULYSSES HERZIG, QUENTIN HOLLAND, KATHERINE IACHINI, PETER	[REDACTED]
[REDACTED]		[REDACTED]

KEITH, PHILIP
KING, GRACE
KING, GRANT
KING, MELINDA E
LAPAGLIA, LUCAS P
LEE, ANNIE
LEVY, ANNA
LONG, ERIN
LONG, NATALIE
LOOP, SAMUEL
LOTT, RACHEL
LUCAS, NIAMH
MAGUIRE, NANCY
MARKOVICH, TOMER
MARTIN, AARON
MARTINEZ, RICARDO
MCCANDLISH, SOPHIA
MCCARTNEY, JOSEPHINE
MCMICHAEL, CLAIRE
MILLER, MAGDALEN
MOHRENWEISER, AARON
NELSON, TREVOR
NGUYEN, QUINTIN
NI'SHUILLEABHAIN, HANNAH
O'CONNOR, CIARAN
O'CONNOR, SEAN
OH, ADRIANA
O'HARA, RYAN
ONUSCHECK, WILLIAM H
O'SULLIVAN , EAMON
PETRICK, CHARLIE
RAMOS-TORRESCANO, SANTIAGO
REINHART, CELIA
REINHART, ISABELLA
RUBENSTEIN, LEO
RUSSELL, TIMOTHY M
RUSSO, CHRISTOPHER
RUSSO, MARK
SCHARDT, ASHTON J
SHERMAN, ELLIOT H
SHERPA, JEREMY
SLOANE, GABRIELLA H
SONDAK, ETHAN
SONKIN, ZACHARY R
STAMOS, LUKE
STEIN , HANNAH
STEPHENS, THOMAS L



STERNSTEIN, HENRY
STOVER, LUKE
STRUVE, NATALIE E
SUHS, BENJAMIN
SULLIVAN, KATHERINE
SUVARI, JOHN
SUVARI, RICHARD A
SWEENEY, MICHAEL V
TORAIN, ERNEST
UMMEL, LOUISA
UMMEL, NATHANIEL
UROW, ISAAC
VAN MIEGHEM, KATHARINE
VAN MIEGHEM, MAXIMILLIAAN R
VANCE-COLBY, CAMERON F
VANCE-COLBY, PATRICK M
VERRILLI, LEONARDO
WAGNER, EVAN
WARD, CONOR J
WOLF, ALISSA
WOLFF, IANA



Position	Date
Lifeguard	Thursday, August 6
Lifeguard	Wednesday, August 5
GATE ATTENDANT	Thursday, August 6
Lakefront Supervisor	Wednesday, August 5
Life Guard	Thursday, August 6
Asst Lakefront Coordinator	Thursday, August 6
Beach Manager	Thursday, August 6
Lifeguard	Thursday, August 6
Lifeguard	Wednesday, August 5
Lifeguard	Thursday, August 6
Gate Attendant	Thursday, August 6
Lifeguard	Wednesday, August 5
Beach Office Staff	Thursday, August 6
Lifeguard	Wednesday, August 5
GATE ATTENDANT	Thursday, August 6
Lifeguard	Thursday, August 6
Gate Attendant	Wednesday, August 5
GATE ATTENDANT	Thursday, August 6
Lifeguard	Thursday, August 6
Lifeguard	Wednesday, August 5
Lifeguard	Thursday, August 6
Beach Manager	Thursday, August 6
Lifeguard	Thursday, August 6
Beach Office Staff	Wednesday, August 5
Gate Attendant	Wednesday, August 5
LIFEGUARD	Wednesday, August 5
Lifeguard	Thursday, August 6
Beach Office staff	Thursday, August 6
Beach Manager	Thursday, August 6
Lifeguard	Wednesday, August 5
Beach Manager	Wednesday, August 5
Lakefront Supervisor	Thursday, August 6
Gate Attendant	Wednesday, August 5
Lifeguard	Wednesday, August 5
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Gate Attemdamt	Thursday, August 6
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Beach Office Staff	Wednesday, August 5
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Beach Attendant	Wednesday, August 5
Lifeguard	Thursday, August 6
Beach Office Staff	Wednesday, August 5
Life Guard	Thursday, August 6
Lifeguard	Thursday, August 6

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GATE ATTENDANT	Thursday, August 6
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Lifeguard	Wednesday, August 5
Assistant Lakefrtont Coordinator	Thursday, August 6
Lifeguard	Wednesday, August 5
Lifeguard	Wednesday, August 5
GATE ATTENDANT	Wednesday, August 5
Gate Attendant	Wednesday, August 5
Lakefront Supervisor	Wednesday, August 5
Beach Manager	Wednesday, August 5
Gate Attendant	Wednesday, August 5
Beach Office Staff	Wednesday, August 5
Lifeguard	Thursday, August 6
Lakefront Supervisor	Thursday, August 6
Lifeguard	Wednesday, August 5
Gate Attendant	Thursday, August 6
Lifeguard	Thursday, August 6
Beach Manager	Thursday, August 6
Lifeguard	Thursday, August 6
Lifeguard	Thursday, August 6
Lifeguard	Wednesday, August 5
Lifeguard	Wednesday, August 5
Assistant Lakefront Coordinator	Wednesday, August 5
Gate Attendant	Wednesday, August 5
Lakefront Supervisor	Wednesday, August 5
Beach Manager	Wednesday, August 5
Assistant Lakefront Coordinator	Wednesday, August 5
Lifeguard	Wednesday, August 5
Lifeguard	Thursday, August 6
Lifeguard	Wednesday, August 5
Lakefront Supervisor	Wednesday, August 5
Gate Attendant	Thursday, August 6
Beach Manager	Wednesday, August 5
Beach Manager	Thursday, August 6
Beach Manager	Wednesday, August 5

Gate Attendant	Thursday, August 6
Beach Manager	Wednesday, August 5
Beach Manager	Thursday, August 6
Lifeguard	Thursday, August 6
Beach Office Staff	Wednesday, August 5
Beach Manager	Wednesday, August 5
Beach Manager	Wednesday, August 5
Lifeguard	Wednesday, August 5
GATE ATTENDANT	Wednesday, August 5
Lifeguard	Wednesday, August 5
Lifeguard	Wednesday, August 5
Lifeguard	Thursday, August 6
Lifeguard	Thursday, August 6
Lifeguard	Thursday, August 6
Lakefront Supervisor	Wednesday, August 5
Dempster Gate Attendant	Thursday, August 6
Lifeguard	Thursday, August 6
LIFEGUARD	Thursday, August 6
Aquatic Camp Counselor	Thursday, August 6
Gate Attendant	Thursday, August 6
Lakefront Supervisor	Wednesday, August 5

Date : 4/1/2021 1:23:42 PM
From : "Raymond Doerner"
To : "Jennifer Lin"
Cc : "Erika Doroghazi" , "Karen Hawk"
Subject : Sexual Harassment Training for Lakefront Staff

Jen,

Did you get a chance to talk to Joyce Marter about possibly recording a sexual harassment training that we could use for seasonal Lakefront staff and other camp staff?

Ray Doerner

Recreation Manager

City of Evanston

Parks & Recreation Department

Chandler-Newberger Center

1028 Central St. | Evanston, IL 60201 | 847-448-8046

rdoerner@cityofevanston.org | cityofevanston.org



Step Up! Support our neighbors most impacted by COVID-19.

Donate to the Evanston Community Rapid Response Fund at cityofevanston.org/EvanstonCares

Date : 4/1/2021 1:31:42 PM
From : "Jennifer Lin"
To : "Joyce Marter"
Subject : sexual harassment training

Hi Joyce,

How much would you charge us to create a pre-recorded Sexual Harassment Training for the seasonal lakefront staff? This would be similar to the training you did last year with a focus on the issues with supervising younger staff. Because of its specific content for employees who supervise younger employees, we would be limited to its use for lakefront and summer camp employees.

Please let me know.

Thanks, Jen.

Date : 8/6/2020 8:24:54 PM
From : "Jennifer Lin"
Cc

Subject : Sexual Harassment Training

Hi everyone,

Thank you for attending this week's mandatory training on sexual harassment. For those of you who were unable to attend, Adam or Ray will reach out to you separately to schedule training. I hope that you found the training helpful and impactful, and we are committed to providing this kind of training to you every year as required by state law.

I wanted to include some contact information and some resources that are available to you.

Joyce Marter, the trainer
joyce@joyce-marter.com

Erika Doroghazi, HR liaison for lakefront staff
edoroghazi@cityofevanston.org
847-448-8146

Casey Solomon, HR Specialist for the department
csolomon@cityofevanston.org
847-448-8242

Employee Assistance Program
www.espyr.com
(password for the website is Evanstoneap in the top right hand corner)
800-869-0276

This resource is free and available to all of you as City employees. The website has a great deal of useful content and tools. You can also call the 800 number to speak to someone in person and be referred for counseling services.

You can text EVANSTON to 345345 to get the slides from the sexual harassment training and other available resources directly from the trainer.

I will be directing Erika to make some visits to the lakefront over the next few weeks to introduce herself. Please use her as a direct pipeline to the department, HR, or the City, and use her as a valuable resource. She is familiar with City policies and procedures and PRCS operations, and she knows who to contact for any issues that may arise.

Thank you.

Jennifer Lin
HR Division Manager
City of Evanston

2100 Ridge Avenue | Evanston IL 60201

847-448-8240 (O) | 847-448-8109 (F)
jlin@cityofevanston.org | cityofevanston.org

Date : 4/6/2021 1:26:50 PM
From : "Jennifer Lin"
To : "Raymond Doerner"
Subject : SH training
Attachment : COE 2021 Sexual Harassment Prevention Training.ppt;

Hi Ray,

See attached PPT which Joyce sent over from last year. I've added the info on Slide 9 - feel free to add anything - which she can make pretty later on. I've also included contact info for Erika D.

I also suggested to her that maybe we can send her some lakefront/camp pictures so she can add them into this PPT to make it more applicable to us. Seeing real pictures of COE might make it feel more real. She thought that would be a good idea. Do you have any that we could use?

Thanks, Jen.

Date : 2/15/2021 8:35:36 PM
From : "Raymond Doerner"
To : "jlin@cityofevanston.org" , "Erika Doroghazi" , "Karen Hawk" , "Adam Abajian" , "Casey Solomon"
Subject : Updated invitation: Prep for meeting w/ Lakefront Staff on 2/19 @ Tue Feb 16, 2021 3pm - 3:45pm (CST)
(jlin@cityofevanston.org)
Attachment : invite.ics;

This event has been changed.

Prep for meeting w/ Lakefront Staff on 2/19

When Tue Feb 16, 2021 3pm – 3:45pm Central Time - Chicago

[more details »](#)

Joining info **Changed:** Join with Google Meet
meet.google.com/yew-zges-sdy

Join by phone
(US) [+1 240-428-7791](tel:+12404287791) (PIN: 846423844)

[More phone numbers](#)

Calendar jlin@cityofevanston.org

Who

- rdoemer@cityofevanston.org - organizer
- jlin@cityofevanston.org
- Erika Doroghazi
- Karen Hawk
- Adam Abajian
- Casey Solomon

Tentative Agenda for 2/19 meeting:

1. All gate attendants making minimum wage
2. Department HR liaison for Lakefront staff - Erika
3. Staff not eligible for return
4. Training at beginning of employment
 - a. Mandated Reporter
 - b. Sexual Harassment
 - c. Supervisor (General & Lakefront-specific)
5. Drug Testing
6. Corrective actions by Supervisors
7. Employee manual provided at beginning of employment

Going (jlin@cityofevanston.org)? [Yes](#) - [Maybe](#) - [No](#) [more options »](#)

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To stop receiving these emails, please log in to <https://calendar.google.com/calendar/> and change your notification settings for this calendar.

Forwarding this invitation could allow any recipient to send a response to the organizer and be added to the guest list, or invite others regardless of their own invitation status, or to modify your RSVP. [Learn More](#)