

September 17, 2015

Via-email, USPS Certified Mail

Mr. Steve Brown, Parish Administrator
DeSoto Parish Police Jury
101 Franklin Street
Mansfield, LA.

Steve Brown,

Subject: Letter of Resignation effective 9/17/15

It is with heavy heart that I submit my official letter of resignation. I invite you to take a walk with me down memory lane.

I began my career with the DeSoto Parish Police Jury in 2010. I feel, actually I know, I have done an outstanding job over the last five+ years. I pulled my department out of debt of nearly a half million dollars and developed many lasting community relationships on behalf of the jury. My evaluations speak for my effectiveness, efficiency, capabilities, and dedication to the Police Jury and to you. Then suddenly, everything changed when Reggie Roe became president.

Micro-management became the rule of the day. You and I have discussed these ethics issues ad nauseam, and frankly, there was apparently nothing anyone was willing to do to stop it. His ego got the best of him as he mandated on-the-job attire (of course initially only for me), required hours on the clock for salaried personnel, and then directed my responses to individual Jurors. It was your policy that directors notify you anytime we had contact with a Juror. I followed that policy each and every time, but it wasn't sufficient for Mr. Roe. He decided to mandate when and if we responded to jurors on an individual basis, even to the extent of telling me not to respond to a Juror when directly questioned. Was I being required to ignore requests by a Juror who was simply attempting to look out for the interests of constituents? How can I, as the Director of Community Services, ignore ANY Juror who is attempting to acquire services for anyone in this parish. I would be grossly negligent if I did. But this is exactly what Mr. Roe directed me to do as he attempted to force me down the hall into a room alone with him when he gave me a direct order NOT to go up in front of the jury if called by a juror to do so. Even after telling him I was very uncomfortable with it and to please ask the juror, Ernel Jones, not to call me up, thus leaving me in a quagmire of willful disobedience no matter what I did or didn't do.

Once Mr. Roe had "complete control", he took his mandates to not only an unethical level, but also to an unlawful one. As you put, it was "boys will be boys and you know, it's difficult for a man who's been in construction to make the switch" from vulgarity to proper communication. Well, you were right and Mr. Roe couldn't do it. In one of my first experiences, Mr. Roe told me and several other employees that he "owned bars and paid \$6,000 each for boob jobs for the barmaids so they could put their boobs on the bar to sell more booze". This was my first confirmation that the "Peter Principle" clearly applied to Mr. Roe.

Since then, I have suffered numerous attacks from Mr. Roe, his buddy Mr. Gary Evans and even from you. You should have protected me and the other women. Especially after I made a formal complaint about his sexual harassment. Instead, you offered his apology. That was not sufficient for a formal

complaint of sexual harassment. Shouldn't there have been an official investigation? I believe the Police Jury policy calls for that. I am sure the state and federal policies do. Instead, you attempted to force me into a meeting with the aggressor, which led to one of my panic attacks. At that moment I couldn't respond to your continuous requests for me to withdraw the complaint. That was when I realized you were not seeking to help your employee, but attempting to put it "try to make peace between everyone". The situation was far beyond that resolution. When I reiterated the details of the sexual harassment complaint I (had moments before) filed with HR to you that day in Amanda's office, you responded as if this was your first time hearing such information about Mr. Roe. In conversations with other employees I was told that you had been told on numerous occasions about Mr. Roe's inappropriate behavior and sexual comments. My respect and dedication to you tumbled dramatically upon those revelations. You didn't believe me when I told you I had no contact with Ernel Jones regarding the Louisiana Community Development Block Grant (LCDBG) and then you addressed it over and over as if I were lying. When I told you about Gary cussing me with all of the MF's about serving black people and that the jury wasn't going to fund me, you dismissed me. You gave me only a cursory response. How could you not respond to your employee who had been talked to like Mr. Evans talked to me? You only said, "I can't speak for Gary." I was telling you how I had just been abused by Mr. Evans, acting as an agent for the Police Jury! Shouldn't you have at least told me you would deal with it? That you would talk with him? No, you simply stated "I can't speak for Gary." I am telling you now as I told you then that I believe Mr. Evans was influenced by Mr. Roe, and if not, Mr. Evans was openly discriminating against "those damned Blacks". How is it possible that you apparently approved of Mr. Evans' discriminatory comments? My job is to represent and serve ALL persons in DeSoto Parish, not to mention the 13 other parishes, who qualify for the services we offer. I can't do my job with the President of the Police Jury and the Police Jury Attorney and agent threatening to take away my funding.

When we met outside the jury office on 8/7/15 after much discussion about a grant, we discussed my EEOC claim. At that time, Mr. Roe pulled into the parking lot. I had a panic attack, couldn't breathe, palms sweating and uncontrollably crying. After Mr. Roe entered the building and you offered to sneak me around the back, I couldn't get my composure as I was crying headed for my car. What did you do? You yelled after me to be sure to "call me Monday or sooner" after I thought things over about withdrawing the EEOC complaint and that my message had been "received loud and clear". You made it crystal clear that you didn't care about me or the insane harassment I had suffered or stopping Mr. Roe from his attacks. You only cared about sweeping it under the carpet and convincing me to withdraw my complaint. After that, I received a text message from Linda Gatlin stating she could no longer help me with my complaint of sexual harassment as the HR designee, that she "had to operate for the jury" in the future. If neither my supervisor nor the Human Resources designee were willing to help me, then what recourse did I have but to file the complaint and seek an attorney who would represent my best interests?

The bottom line is that I can no longer work in or tolerate such a hostile environment. I cannot allow anyone to speak to me as Mr. Evans did. I cannot work where my immediate supervisor will not stand up and support me against sexual harassment and retaliation from employees of the Police Jury. No more can I go to the job I love, serve the people from whom I draw my strength and inspiration to press on and burn the midnight oil to write the grants that just might help them move from poverty to prosperity. You took that from me. You took that from the very constituents the parish police jury is supposed to care about. This resignation should come as no surprise. You effectively discharged me on

8/21/15 when you and Linda Gatlin met with my top three staff members and told Lynda Spivey to get all of my police jury equipment, changed the building locks and my office lock (to keep me out of there during business hours) and to top it off, named my successor. This unprecedented announcement was based on a blatant lie – you told them that it was standard procedure, and that the jury had taken your cell phone and equipment when you were out sick with the aneurysm. We both know that was not the case.

You, Mr. Roe and Mr. Evans broke my soul.

Mary R. Mayfield