



Office of the Culinary Arts

September 30, 2015

Ginger Snapp
1234 North Dakota Avenue, N.E.
Washington, DC 20001

USPS Certified 0000 0000 0000 0000

Subject: **Grievance Process**

Dear Ginger Snapp:

The Office of the Culinary Arts (OCA) has reviewed and considered your grievance against this agency. In your grievance, you allege that your supervisor Mr. Cook E. Crisp, Creative Cookie Manager, because of your ginger make-up, verbally harassed you on a consistent basis since his employ with the agency some eight months ago, thereby creating a hostile work environment. You also allege that you were suspended, placed in a Leave Without Pay (LWOP) status, and removed from your position as Lead Cookie Cutter as a result of a false statement made by Mr. Crisp when he claimed you were purposely allowing multiple cookies to fall off the assembly line each day amounting to \$10,000 in waste. We conclude your grievance is substantiated by the facts.

After careful review, we have determined that the information you provided to support your claim, including emails from Mr. Crisp documenting your performance and statements from witnesses, is factual. We interviewed two employees who worked with you on the assembly line and, when asked, each reported that Mr. Crisp shouted at you, referring to you repeatedly as "Spicy Ginger" and reprimanded you on numerous occasions in front of colleagues. They also corroborated your claim that in one of these instances, Mr. Crisp threw a cookie from the assembly line in your direction in anger and later apologized. We have reviewed the security footage and confirmed that this occurred on March 23, 2015 as you claimed.

Pursuant to Chapter 16 of the District Personnel Manual, a grievance substantiated by the facts shall be remedied. As such, we are rescinding your removal and restoring you to your position as Lead Cookie Cutter in the D.C. Office of Culinary Arts effective September 21, 2015. You will receive a retroactive lump sum payment for all pay you would have received as the Lead Cookie Cutter. Please report to work at your normally scheduled time on October 5, 2015.

Sincerely,

Limon Dropp

Limon Dropp
Associate Director