

EEOC Form 5 (11/09)

<p style="text-align: center;">CHARGE OF DISCRIMINATION</p> <p style="font-size: small;">This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.</p>	<p>Charge Presented To: Agency(ies) Charge No(s):</p> <p><input type="checkbox"/> FEPA 423-2021-00239</p> <p><input checked="" type="checkbox"/> EEOC</p>
<p>_____ and EEOC</p> <p style="font-size: x-small;">State or local Agency, if any</p>	

NAACP President for Lincoln County (i.e., she does not use his last name).

From the time Mrs. Taylor was hired, she repeatedly displayed disregard for the basic rules of her position, e.g., she spent lots of time on her cellphone with personal matters rather than performing work-related tasks, she took long lunch breaks, she left the office to handle personal matters on the clock, etc. Despite multiple episodes of disregard for the rules of her employment, Mr. Pickering never wrote up Mrs. Taylor for any violations.

Over time, I notified Mr. Pickering about many of Mrs. Taylor's employment violations, but Mr. Pickering consistently ignored them.

It appears reasonable to conclude that Mr. Pickering allowed Mrs. Taylor to violate employment rules with impunity to maintain good favor with Mr. Cain, thereby fortifying his support with the NAACP, i.e., and thus, black voters.

On August 16, 2018, my husband, Clint White, and I met with Mr. Pickering to discuss how I felt I was being asked to perform my own job as well as to finish whatever Mrs. Taylor did not do or did incorrectly. On that same day, my husband and I expressed these same concerns to Chancery Clerk Tillman Bishop.

On August 20, 2018, my husband went to the bi-monthly Board of Supervisors meeting with the intention of addressing the concerns raised by he and I directly to Mr. Pickering in our meeting on August 16th. Mr. Pickering informed me, however, that if my husband spoke in the meeting, he (Mr. Pickering) would terminate me, so my husband declined to speak at the meeting.

On August 22, 2018, my husband met with Supervisor of District 1 and President of the Board of Supervisors Reverend Jerry Wilson. My husband explained the matter related to Mr. Pickering, Mrs. Taylor, and the ways the situation were problematic for me. Reverend Wilson offered that my husband could come speak at the next Board meeting and he assured my husband there would be no negative repercussions to me, i.e., I would not be terminated.

On September 4, 2018, my husband spoke at the Board meeting and expressed the concerns, as described above. When Mr. Pickering was asked his opinion about the concerns raised, he stated he had no comment.

Beginning in January 2020, I became aware of the fact that Mr. Pickering regularly locked himself in his office and viewed pornographic internet websites on his work computer, i.e., often this occurred

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<p style="text-align: center; font-family: cursive; font-size: 1.2em;">Patricia White</p> <p>11/23/2020</p> <hr style="width: 100%;"/> <p style="font-size: x-small;">Date Charging Party Signature</p>	

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_____ and EEOC <i>State or local Agency, if any</i>	

while Mr. Pickering was in the building with female employees.

On March 27, 2020, I spoke with unofficial Office Manager Lance Ramshur and asked him if he was aware that Mr. Pickering was viewing pornography during work hours. Mr. Ramshur replied that he was aware and that he had attempted to speak to Mr. Pickering about the issue already. I expressed concerns that it made me feel uncomfortable, especially if I was the only other person in the office when Mr. Pickering was engaging in that activity.

During April 2020, I spoke to Collection Office Manager Chris Smith and asked him if he was aware that Mr. Pickering was viewing pornography during work hours. I expressed the same concerns I had made to Mr. Ramshur. Mr. Smith responded that he had suspected it for some time and that he would speak to Mr. Pickering about it.

On April 28, 2020, I expressed my frustration about Mr. Pickering's viewing of pornography during work hours to Nancy Falvey, whose husband, Doug Falvey, is the Supervisor of District 5.

Then on May 15, 2020, I called Reverend Wilson and addressed the matter of Mr. Pickering's viewing of pornography during work hours.

On August 28, 2020, Deputy Tax Assessor Chasity Easley raised the issue of Mr. Pickering viewing pornography online during work hours to Chancery Clerk Alisha McGehee.

On that same date, I was assisting Information Technologist Rhyan Trnum with maintaining firewalls on the office computers. I inquired of Mr. Trnum as to why pornographic websites were not blocked by the firewall. When Mr. Trnum asked for more information about my inquiry, I showed him evidence of various pornographic websites from the history of Mr. Pickering's office computer dating back to March 26, 2020. Mr. Trnum later texted me to inform me that he had blocked the office computers from the top 100 pornographic websites and he could block them from more if needed.

In early September 2020, Chancery Clerk McGehee raised the matter of Mr. Pickering's viewing of online pornography during work hours at a meeting of the Board of Supervisors. During that meeting, Board Attorney Bob Allen stated that Mr. Pickering's behavior was not a violation of policy because there was nothing that addressed it in the employee handbook.

Between August and October 2020, Mr. Pickering repeatedly denied requests by me for time off, without providing any justifiable reason for the denials except that it would leave Mrs. Taylor as the

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<p>I declare under penalty of perjury that the above is true and correct.</p> <p style="text-align: center; font-family: cursive; font-size: 1.2em; margin-top: 20px;">Patricia White</p> <p style="margin-top: 10px;">11/23/2020</p> <hr style="border: 0; border-top: 1px solid black; margin: 5px 0;"/> <p style="font-size: x-small; margin: 0;">Date Charging Party Signature</p>	<p>I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.</p> <p style="font-size: x-small;">SIGNATURE OF COMPLAINANT</p> <p style="margin-top: 20px; font-size: x-small;">SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE (month, day, year)</p>

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only Deputy Tax Assessor working on that day. While it was not unusual for me or Mrs. Easley to work for days at a time as the only Deputy Tax Assessor on duty, Mrs. Taylor was never made to work alone.

On October 21, 2020, around 11am, I discovered a significant financial problem (i.e., a \$5500 charge to my credit card) and I made a personal call during work hours to resolve the issue.

Thinking the issue had been resolved, I went to lunch, but upon my return I had received multiple emails from the credit card company. I called the company back and engaged in a difficult process of attempting to resolve the issue, i.e., complex situation compounded by a poor phone connection. By the time I finally resolved the issue, I received a text from Mr. Pickering instructing me to stay off the phone with non-work-related phone calls.

The Office policy on personal phone calls is that they should be limited to "emergencies." I indicated to Mr. Pickering I felt the matter in question was an emergency. Mr. Pickering texted back that I should handle the matter on my own time, not "his time."

On the evening of October 21, 2020, Mr. Pickering telephoned my husband, Clint. Mr. Pickering stated to my husband that he should tell me not to come to work anymore. My husband responded that he was unwilling to relay that message and that Mr. Pickering needed to inform me himself. My husband further stated to Mr. Pickering that he was aware of Mr. Pickering's pornography viewing during employment hours (while female co-workers were working in the same office) and that that information was eventually going to become public.

The next morning, on October 22, 2020, when I arrived at work, I was informed by a co-worker that my employment was terminated.

Additionally, there was another problematic issue that began during April 2020. During the first week of April 2020, Mr. Pickering made the pronouncement that he intended on his office running with a skeleton crew due to Covid-19. He was asked by many employees how their time would be covered and whether they would have to use sick or personal leave to cover their days off. Mr. Pickering assured everyone that neither their time nor their pay would be docked. I stated that I would like to address the matter with the Board of Supervisors. Mr. Pickering responded that if I did, he would terminate me.

Mr. Pickering then falsified employees' timecards to reflect that they had worked when they had not.

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The Board, however, found out about this and refused to accept them. Board Attorney Allen recommended that Mr. Pickering have each employee sign written statements attesting that they had indeed worked, even though they had not. Along with other employees, I refused to sign these statements.

Since that did not work, the Board instructed Mr. Pickering that he had two options: he could either pay employees out of his own pocket or the time would have to be pulled from employees' sick or personal leave time. Despite Mr. Pickering's assurances to employees that it would not happen, this latter option is exactly what happened.

I have been sexually harassed, discriminated against, and retaliated against due to sex, all in violation of Title VII.

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