

From: [Guajardo, Tom](#)
To: [Briggs, Erica](#); [Disch, Lisa](#); [Eyer, Jen](#); [Grand, Julie](#); [Griswold, Kathy](#); [Hayner, Jeff](#); [Nelson, Elizabeth](#); [Radina, Travis](#); [Ramlawi, Ali](#); [Song, Linh](#); [Taylor, Christopher \(Mayor\)](#)
Cc: [Postema, Stephen](#)
Subject: Intervention Needed With Mr. Fournier
Date: Friday, October 1, 2021 2:17:09 PM

Good afternoon, Mayor Taylor and City Council Members – I am writing to you today to make a formal complaint of harassment and retaliation against Mr. John Fournier, since employees do not have a formal system to lodge complaints against the top leadership position of the city. Mr. Fournier and I have had a contentious relationship since the on-boarding of my employment and things have increasingly gotten worse since he has become the Interim City Administrator. I have warned him on several occasions that I would eventually bring my complaints to you and the city council if he continued his blatant discrimination against me.

I believe he is now attempting to set me up for failure by giving me written instructions to violate the law - specifically as it relates to employment standards with the City. I have made my concerns known to Mr. Postema as well. Today after further retaliation of me not following his illegal directives, he continued attacks against me. I have put Mr. Fournier on official notice that his behavior is inappropriate and unacceptable and asked him to cease and desist.

I am writing to you at this time to please instruct Mr. Postema to investigate and intervene in this situation. Mr. Fournier's unchecked and continued inappropriate behavior is now in the arena of a hostile work environment and this is causing me a great deal of stress and angst.

I look forward to your attention to this matter.

Regards,
TG