

BOARD OF SELECTMEN

CHARLES E. SHEPARD MUNICIPAL BUILDING

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October 29, 2008

Gary Odiome, Highway Surveyor
Town of Warren
Warren, MA 01083

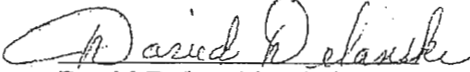
Dear Gary:

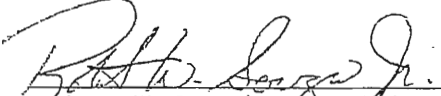
We are issuing this letter of reprimand following the investigation and disciplinary hearing of allegations made by your employee Patricia Leboeuf against department foreman Raymond Blais of sexual harassment and general harassment in the performance of her job.

As an elected official and department head of the town of Warren, you are responsible for following its policies and insuring that those you supervise do the same. The personnel by law is clear as to the treatment of town employees and the responsibility of department heads when an employee has a grievance. You place the town and yourself at risk in not following those procedures. Further, when there are allegations of sexual harassment, being aware of a problem and not acting is considered under the law to be aiding and abetting the situation and the law provides that the supervisor may be personally liable.

We hope that this unfortunate situation never occurs again and that if you should ever have any kind of problems among the members of the department you will act more decisively in the future. If you are unable to handle a situation, you have the option of seeking assistance from our office or the Employee Assistance Plan.

Respectfully,


David Delanski, Chairman


Robert W. Souza, Vice Chairman

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