

[Redacted]

Fwd: Follow up to our conversation earlier

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----- Forwarded message -----
From: **Brian Glass** [Redacted]
Date: Fri, May 17, 2024 at 12:55 PM
Subject: Re: Follow up to our conversation earlier
To: [Redacted]

Hi [Redacted]

Thank you for bringing your concerns to our attention. We have reviewed this information and addressed it as needed. We now consider this matter closed however, please let us know if you have any future concerns.

We will continue to schedule you as normally agreed upon. If you decide you would like to be assigned to a different area of the store or a different floor, kindly let us know and we can discuss this.

Thank you,
B.

From: [Redacted]
Sent: Tuesday, May 14, 2024 5:50 PM
To: Brian Glass [Redacted]
Subject: Follow up to our conversation earlier

Hi Brian,

Thank you for speaking with me this morning. However, I was disappointed at the solutions proposed to me. The first option, for me to change jobs, is not acceptable and suggests that Coach management is unable to control Luis's pattern of inappropriate behavior as evidenced by the 3 separate occasions management attempted to have a conversation to correct and contain Luis's behavior. Suggesting that I should leave the role I worked hard to be in is an acceptance of management's inability to control Luis's behavior. The second solution offered, a sit-down with Luis, someone from HR, you, and myself, to "clear the air." This solution goes against what Coach has already acknowledged as unacceptable behavior and insinuates that Luis and I have differences, not that Luis is creating a hostile and unprofessional workplace environment for me.

I felt that you repeatedly asking if I was sure I wasn't willing to move jobs was intimidation for me to acquiesce to management's desire to not address Luis's repeated inappropriate behavior. What I got most from our conversation today was management's desire to quickly close this out rather than correct the inappropriate behavior or its perpetrator.

I will not move jobs and I do not feel safe working with Luis after the events of this weekend. Luis has been spoken to 3 times now, twice in the last month, and continued the behavior the same day he was spoken to. He has faced no disciplinary action and is still being protected, as evidenced by our conversation today.

I appreciate your time and attention to this issue thus far. I assume Coach will handle this by scheduling Luis and I on different days until this matter is resolved to a satisfactory conclusion.

Thank you,

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