

had been Management Director of the Office for Civil Rights in the Department of Education with direct responsibility for personnel and EEO during the time Mr. Clarence Thomas was Assistant Secretary. I was also Financial and Resources Management Director of EEOC while Mr. Thomas was Chairman. In these capacities, I also knew and worked with Ms. Anita Hill.

I differ with Ms. Hill's statement that she followed Mr. Thomas to EEOC because she would have lost her job at OCR. At no time were any of the employees of OCR at risk of losing their jobs during this period. OCR had a separate budget earmark which was more than sufficient to avoid any staff cutbacks. Additionally, no employees were made to feel that their jobs were in jeopardy by Mr. Thomas' departure from OCR. Quite the opposite was true: after Mr. Thomas announced his departure from OCR to go to EEOC, Mr. Thomas made a special point of walking the halls of OCR to introduce Mr. Harry Singleton, his successor, to OCR staff in order to facilitate the continuity of leadership.

Any explanation of Ms. Hill's rationale for leaving OCR to go to EEOC that is founded on her allegation that she would have lost her job at OCR is without basis. Indeed, Ms. Hill told me at the time that she was flattered to be selected by Mr. Thomas to work at EEOC. In our conversation, she also expressed her admiration for Mr. Thomas.

After I moved to EEOC to be Financial and Resource Management Director, Ms. Hill again praised Mr. Thomas to me. In several conversations that were held, she expressed both her respect for him as a man and as a leader of the EEOC.

In fact, Ms. Hill and I also talked after she announced her own departure from EEOC to become a law professor. She told me that she was indebted to Clarence Thomas for the opportunities he had given her and that he had always been supportive and encouraging of her career goals.

I would also like to express that as a career civil servant in the Senior Executive Service, I can state unequivocally that Mr. Thomas repeatedly, consistently and forcefully impressed upon his senior staff our own responsibilities to act in a professional manner in which would bring credit and respect to the offices we held. In particular, he was vocally adamant that the presence of any form of discrimination—and he specifically mentioned sexual harassment—would not be tolerated. At no time during the nearly nine years I worked in organizations headed by him was there ever so much as a "hallway rumor" regarding his own conduct. He was widely viewed as the epitome of a moral and upright man by the staff he supervised.

I would like to add a personal note. I hold a doctorate from Columbia University and have authored articles and two books on sex equity issues, which I believe help to make me sensitive to the issues of sex discrimination and sexual harassment. I am also the husband of a professional woman who found she had no option but to formally charge her Ph.D. advisor of sexual harassment nearly two decades ago. I believe I am as sensitive to the issue of sexual harassment as any man can be. And I will tell you that nothing in Mr. Clarence Thomas' professional or personal demeanor, and nothing in any of my conversations with Ms. Anita Hill, have ever led me to believe that Mr. Thomas could act in any of the ways in which Ms. Hill has charged.

If I can provide any additional information in regard to Mr. Thomas' performance or

conduct at either OCR or EEOC, please let me know.

Sincerely yours,

ANDREW S. FISHEL,  
Managing Director.

#### FACTS ABOUT ANGELA WRIGHT

Judge Thomas has testified that he summarily dismissed Ms. Wright because she referred to a male member of his staff as a "faggot" [The Washington Post A22 (10/13/91).]

Rikki Silberman, a Commissioner at the EEOC recalls Ms. Wright's job performance as being "poor." Commissioner Silberman recalls, "I complained about her all the time because I thought she was 'grossly incompetent.'" [Quoted in Associated Press, 10/11/91, AM cycle.]

Thelma Duggin recalls Ms. Wright as having been fired "because [she] had not made proper preparations for a meeting that was to be attended by various Commissioners." [Duggin FBI Interview, 10/11/91, at 2.]

Prior to her dismissal, Ms. Wright received a poor evaluation for her job performance. Ms. Wright has stated that she "wasn't satisfied" with the evaluation and that she thought that she "deserved a better evaluation." [Tr., Hill Interview, October 10, 1991, at 64.]

Ms. Wright was fired from her job with Rep. Charlie Rose (D-N.C.) in 1978. "I got fired because I got angry and walked off the job," said Ms. Wright. [Quoted in Associated Press, 10/11/91, AM cycle.]

Ms. Wright is "high strung" and "would react without thinking." [Duggin FBI Interview, 10/11/91, at 1.]

Ms. Wright is "a little shaky on the integrity side." [Id.]

Ms. Wright "always complained about her supervisors and had a problem working within a structure and keeping a job." [Id. at 2.]

Ms. Wright "could be described as a 'seductive-type person' \* \* \* who likes to party. \* \* \* Wright would invite sexual advances of a man and then brag about guys hitting on her. \* \* \* Wright enjoyed the attention of men." [Id.]

Ms. Duggin recalls that Ms. Wright stated, referring to Judge Thomas, "I want to get him back," and "also said she 'was pissed that she had fired her.'" [Id.] and that she stated "she didn't know if she was going to write anything about Thomas but she was looking for a way to get him back." [Id. at 3.]

When Kate Semerad began working for the Agency for International Development (AID) in 1983, "she received reports from coworkers that Wright was delinquent in the performance of her job. \* \* \* Wright was having problems with adequately performing her job responsibilities. \* \* \* [Semerad] confronted Wright concerning major problem areas that needed to be improved: (a) Wright's confrontational attitude; (b) Wright's job skills especially in the area of writing and (c) showing up to work on time." [Semerad FBI Interview, 10/11/91, at 1.]

According to Semerad, she received information from Ms. Wright's immediate supervisor that "Wright's management and writing skills were not satisfactory." She received additional information that "Wright was not putting in a full day's work \* \* \* [in that] she would leave work early and take long lunch hours." [Id.]

Semerad "advised Wright that she would have to fire her if her job performance did not improve. \* \* \* [B]efore she could fire Wright she received a letter of resignation from Wright claiming race discrimination on

the part of Semerad. \* \* \* [I]f Wright had not resigned she would have been left no choice but to fire her." [Id. at 2.]

Ms. Wright herself has stated that this letter characterized Ms. Semerad as, in her own words, "unfair and racist and insecure and lots of other things." [Tr., Hill Interview, October 10, 1991, at 67.]

Ms. Wright was "overly sensitive about being a young, attractive black woman \* \* \* [and] felt she was not being treated fairly and people were judging her on her appearance instead of her accomplishments." [Semerad FBI Interview, 10/11/91, at 2.]

Ms. Wright's personality is "vengeful, angry, and immature. \* \* \* [Wright] took her letter of resignation claiming unfounded racial discrimination claims to Capitol Hill seeking revenge on Semerad." [Id.]

[Many of Semerad's comments are repeated in a letter from her to Sen. Thurmond, dated October 10, 1991.]

#### STATEMENT OF CATHERINE D. BLACKNALL

I, Catherine D. Blacknall worked in the Office of the Chairman, at the Equal Employment Opportunity Commission, as a Secretary to the Assistants from May 1983 to September, 1984, at which time I left to attend the Legal Assistant Program at Georgetown University. Chairman Thomas highly encouraged and supported me in my endeavor because he is a strong advocate for education and advancement for individuals in general.

I worked closely with Ms. Hill prior to her leaving the Office to take a position at Oral Roberts University the Summer of 1983. During the time I worked with Ms. Hill, I have never witnessed any hostility or tension between her and Chairman Thomas. Their working relationship appeared to be very professional.

Judge Thomas has never approached me nor have I heard of him approaching any other females within the Agency in a disrespectful or unprofessional manner. Judge Clarence Thomas has always been a gentleman and man of integrity from whom I respect and have high regards for.

CATHERINE D. BLACKNALL.

OCTOBER 10, 1991.

#### AFFIDAVIT OF BARBARA FARRIS LAWRENCE

I have been employed by the U.S. Equal Employment Opportunity Commission since August 1982. I was hired by Clarence Thomas and worked on his personal staff from August 1982 through November 1988 when I was reassigned at my request to Personnel Management Services. In August 1989 I became Director of the Planning and Evaluation Division of the Commission's Office of Equal Employment Opportunity.

I was initially hired by Judge Thomas as his administrative assistant and two years later my responsibilities expanded to include disability issues and policy/coordination with the Executive Secretariat.

Clarence Thomas was totally professional and treated me both as an individual and as a woman with the utmost respect and dignity. I worked with him on a range of matters from sensitive policy issues, personnel matters, to administrative activities including budget and finance for the Chairman's Office. On all occasions Judge Thomas treated individuals and policies affecting individuals, including all women's rights, with the utmost respect and sensitivity.

Anita Hill was an attorney advisor (special assistant) on Judge Thomas' personal staff when I joined the staff in August 1982. Because the Chairman's personal staff was pri-