

marily situated within one large suite, I had numerous occasions to work with and observe the interaction between Judge Thomas and Anita Hill. At no time did I observe any improper behavior or hear any suggestive remarks. Judge Thomas created a professional and enjoyable work environment. His hearty laughter, sense of humor and smile established a friendly place of work. However, that atmosphere could never possibly be construed as unprofessional. Clarence Thomas treated Ms. Hill with the same professionalism, respect and dignity that he has for all employees and individuals.

Since I regard Judge Thomas to be of the highest character and integrity, I find the allegations of sexual harassment by Anita Hill to be totally preposterous.

EQUAL EMPLOYMENT
OPPORTUNITY COMMISSION,
Washington, DC, May 31, 1983.

Dean CHARLES A. KOTHE,
O.W. Coburn School of Law, Oral Roberts University, Tulsa, OK.

DEAR DEAN KOTHE: It is my pleasure to write this letter of recommendation for Anita Hill. Miss Hill has been in my employ for approximately two years. During this period, I have had an opportunity to know her work quite well first as my attorney advisor at the Department of Education where I was Assistant Secretary for Civil Rights and currently as my special assistant. When I first interviewed her for the position at the Department of Education, I recognized in her a sincere interest in civil rights and civil rights enforcement. She has maintained that interest and has combined with it the work needed to put many of our ideas in place.

Overall her work product during the past two years has been of high quality. Moreover, the improvement in her work during this period has been exceptional. These comments apply to both her written and analytical skills. Over the course of the past two years, she has written as many as 75 memorandum, articles, speeches and analytical and working papers for my review. The end product is always clear, thorough and useful. Miss Hill's analytical skills have sharpened such that she is now able to focus on the legal problems which confront this agency and fashion solutions to those problems which are legally sufficient and which promote the mission of the Commission. While we have disagreed on the positions to be taken in particular matters, she is able to support her positions and we are able to resolve the disagreements professionally.

I believe that Miss Hill would be a worthwhile addition to your teaching staff. While I would miss her contributions here, I recognize this as a fine professional opportunity for her and encourage her to explore it.

Should you need more information, I would be happy to discuss Miss Hill's work in greater detail.

Sincerely,

CLARENCE THOMAS.

STATEMENT BY JAY F. MORRIS, FORMER
DEPUTY ADMINISTRATOR, AID
SUBJECT: ANGELA WRIGHT/EMPLOYMENT
HISTORY

This statement is available for public use and attribution. I am willing to be interviewed under oath by any Senate Judiciary Committee member or staff as well as any agent of the FBI if it is deemed necessary.

EMPLOYMENT HISTORY

In the early 1980's as both originally Assistant Administrator for External Affairs

and from mid-1982 on as Deputy Administrator for AID I was responsible for all final approvals on the hiring and firing of political appointees below the Presidential level. As I recall, after I became Deputy Administrator and Mrs. Roger Semerad (Kate) became acting head of the Office of External Affairs, it was suggested that we hire Angela Wright as a press officer in our press affairs division. The person making the recommendation was Kate Semerad. I concurred.

A number of months later, perhaps as long as a year to year and a half, Mrs. Semerad came to me and said Ms. Wright's performance was abysmal. She often failed to come to work or came in late. She was difficult to work with in the opinion of her peers and supervisors. Moreover, her work was unprofessional—that is, late, incomplete, and ungrammatical. Her immediate supervisor, Raisa Scriabine, fully endorsed this conclusion. Based on their advice and my own observations I agreed that she should be dismissed and issued the appropriate order.

POST EMPLOYMENT BEHAVIOR

Subsequent to Ms. Wright's dismissal, Mrs. Semerad was nominated by President Reagan to the post of Assistant Administrator for External Affairs. Upon her departure, Ms. Wright had written a letter to AID accusing Mrs. Semerad of racism and incompetence and threatening retaliation. The accusations were ridiculous on their face. Mrs. Semerad is one of the most fair minded people I know. She is also one of the most competent public affairs specialists I have ever met.

I did not pay any attention to the venomous and threatening tone of the note until after Mrs. Semerad had been nominated by the President. Subsequent to her hearing and favorable recommendation to the Senate by the Senate Foreign Relations Committee, however, a "hold" was put on the confirmation floor vote by a member of the Committee. I learned it was due to a staff member who had received charges of racism levelled against Mrs. Semerad by a former employee. That former employee was Ms. Angela Wright.

This staff member wanted to use office space at AID to call in employees and interrogate them. I refused on the grounds that it would be prejudicial and intimidating. I did agree, however, to provide the names and phone numbers of the remainder of Mrs. Semerad's staff so that he might question them by phone or other means if he so chose. After several days and nights of fruitless inquiry the Senator in question released his "hold" and Mrs. Semerad was confirmed, unanimously if I remember correctly. Ironically, the vote took place in a late evening in October at the very moment I was in my office in the State Department still trying to persuade the staff member in question that he was on a witch hunt.

The reason I am offering this statement is that I am struck by the startling parallels between what Ms. Wright did then and what she is doing now. She vowed vengeance on a former supervisor for dismissal on the basis of incompetence. She seemed incapable of accepting responsibility for her own shortcomings and blamed the episode on external factors. She delayed in making her charges until after the confirmation hearings were concluded. When she made her charges she did so at the 11th hour to a staff member who would be sympathetic because he was "looking for dirt." The entire process suggested a last ditch attempt to stop the advancement of someone she resented. I see the same pat-

tern of behavior today in the case of Judge Thomas.

Respectfully submitted,

JAY F. MORRIS.

EQUAL EMPLOYMENT
OPPORTUNITY COMMISSION,
Washington, DC, February 12, 1985.

Ms. ANGELA WRIGHT,
Director, Office of Public Affairs, 2401 E Street,
N.W., Washington, DC.

DEAR Ms. WRIGHT, this is to notify you that your services with the Equal Employment Opportunity Commission are no longer needed. For this reason, your employment will be terminated close of business on March 1, 1985.

Sincerely,

CLARENCE THOMAS,
Chairman.

JANUARY 20, 1984.

Memo for: Kate Semerad.

From: Angela Wright.

Subject: My resignation.

Since your arrival in OPA, the atmosphere in this office has been charged with racial tensions. You have embarked on a course of steadily persecuting the minority members of your staff one by one. I fully realize that this springs both from your own prejudice and your total incompetency to function in your job without the lackey-like adoration of those even less competent than yourself—those who constantly massage your fractured ego. Because of what almost every member of a minority group has had to endure to achieve professional status, they are not easily fooled by your pitiful charade and therefore can not pay the slave-like obeisance you demand as the sole criteria for the performance of a job. It is perhaps because you know how much blacks have to know to get through the door, that they are so threatening to you.

I will not acquiesce to your silliness. You are a fool. I will not demean myself by the servile posture you demand. I do not need to do this. I am a skilled and competent professional. You are not, and this is perhaps the reason for your thrust against those more competent, more skilled, and more knowledgeable than you. I will not be your lackey. Therefore, I am tendering my resignation, effective February 3, 1984.

The PRESIDING OFFICER. Does the Senator yield additional time?

Mr. THURMOND. Mr. President, I yield 30 seconds.

The PRESIDING OFFICER. An additional 30 seconds.

Mr. SIMPSON. Mr. President, I think it is plain that I and other committee members had a huge body of information and it did come in "over the transom," and a lot of it was signed and sworn to and did not get into the record. Here is some of it. You can chew on it and see what you think about it. It was not invented.

If some in the fourth estate will be comfortable enough to take the paper bags off their heads in their offices today, perhaps they can read the CONGRESSIONAL RECORD at this point and print some sensible comment about it all.

During the 3 days of the committee hearing on sex harassment charges against Judge Thomas, we heard hours of testimony from more than 20 witnesses.