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May 18, 2020,

Alexander Dennis Inc.

Karen Ritchie

Human Resources Manager

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Attention Karen,

I am writing this letter as recommended by you during our discussion on May 14, 2020, about specific unfair and negative behaviors against me, that I have been experiencing over the past two years at my place of employment, Alexander Dennis Inc. This is the second letter that I have sent you that will describe some of the uncomfortable incidents that I have experienced from my point of view. I have to be clear, that such exclusionary actions of others towards me has caused me much stress.

I regard myself and have been regarded in all the jobs I have had, to be a hardworking, professional team player and always do my best to exhibit the proper conduct expected in the workplace. I would expect to be employed in a place of work that is inclusive, equitable and one that exhibits respect and responsibility to uphold such standards and if it is not happening, that the needs and voices of the employees be heard and valued because of their years of service. I take it seriously and thus, therefore I, with your support have come forward again. I think highly of this company and work hard to exemplify this in my work and help others also with a positive attitude.

I do not remember what day that my colleague Tony was hired to work for Alexander Dennis Inc. From the beginning, we both worked at stage one, I worked as an electrical assembler and Tony worked in the mechanical area. If he needed help with the technical aspects, he asked and, being a professional team player and wanting the production to go smoothly, I helped him, or if he couldn't find something, he asked, I helped him to find it. We got along with each other well. I was always very professional.

However, I noticed a change when I returned from Nappanee, on October 5, 2018. I had been sent there for work to represent the product. Tony had seen that from time to time, two other employees, Parash or Pardip, had given me some discomfort and a

hard time. Tony started to come and talk to me. I appreciated having the sympathy of my coworker, nonetheless, there was a time when he talked so close to me and was touching my shoulder, rubbing hands that I did not feel comfortable. I just asked him quietly and used a sense of humour to not embarrass him. I replied “your hands are greasy and oily. Girls are like made from flowers: they like to be clean. Tony, you can talk to me but please do not put grease all over my clothes and my hands.” I felt that somehow the conversation was sensitive at this point, I did not want him to feel uncomfortable in the situation of rejection in front of co-workers, so at the time at the moment, it was the best I could do.

Consequently, after that conversation between him and I, he did not treat me in the same regard as before- as cordial, approachable colleagues. He would then start to get upset, start looking for a fight and giving me attitude. I tried to avoid him as much as possible, keeping distance as much as I could. There have been times he yelled at me in front of Pardip, but my lead hand would not say anything.

By the end of December 2018, I felt this type of regular negative, unsupported interaction in the workspace was too much. There are supports put into place in workplaces when such incidents happen to help employees, so I took the first step and sent an email to my manager on December 21<sup>st</sup>, 2018. I requested an appointment, but he did not reply. Time to time I came to ask if I could please talk with him and he stated he would come to get me when he has time, but to my dismay as a hard-working member of this company whose voice I thought would be valued, he never came.

Early 2019 there were many times where Tony found unprovoked ways to fight and yell and swear at me. The production people who witnessed this reported to Andy about the situation and similar incidents long before I came to work there. My manager has known about the situation but has not assisted at all, so I felt that there was nowhere to turn and no support, which in turn was very stressful as I continued to act professionally and do my job to the best of my ability in these circumstances as I have a family to feed and I take my job seriously. I have morals and ethics. As a result of the constant ignoring of such behaviour’s and my requests for the situation to be addressed by those who could assist, I stopped reporting to my manager because after all this time without them listening to the reports of others and myself, it seemed that he did not care.

At always usually Tony blocking the pathway, making it difficult to bring materials to the shelves, putting his cart in the center the aisles, so when I move it to get by to access the shelves, he starts to fight and give me a hard time so it made it very difficult to do my job. When Tony has said something about me or done something against my character without my knowledge. I have no control over his actions against me. It was

unnecessary conflict and duress being caused by this employee and by others who stood as bystanders and by my employer who chose not to respond.

I have two emails here ([Click here for 1<sup>st</sup> one](#)) ([Click here for 2<sup>nd</sup> one](#)),

I did attempt to arrange a time to talk with Andy since I realized, as I was being bullied, and sexually harassed by Tony. These are serious behaviours according to the workplace manual about the appropriate code of conduct. I should not have to feel pushed out of my workplace when I am working to the best of my ability for the company and doing a good job. I often feel my human rights in the workplace are being violated.

Also, I would like to report the situation at the same time was not going well with my lead hand Pardip. He was protecting his group of men, his culture, religion, and purpose for racism, and sexism with their comments like “our culture doesn’t work with women. Women stay at home.” But again, when trying to address these inappropriate comments with my manager, I was ignored. I feel at this point, such issues should be addressed and as an employee feel valued and have my voice heard and that an employer should want employees that represent their company as ones who show integrity and have a strong team, which is what I am trying to represent.

I have moved forward to this next step by completing this second letter as per your request, as the same the first letter sent to outline the whole truth from my perspective from the past two years. Regarding when you mentioned that a statement applies, whichever investigation, to protect the other or favourable, this applies a discriminatory, which will involve addressing false allegations of harassment. Unfortunately, some employees confuse managing with bullying, while others strategically make false allegations, I cannot regulate this. I know, as I have clearly described in this letter, that the treatment I have experienced is inappropriate and unfair and violating human rights. Thank you for your consideration when reading my account and I hope such issues listed will be addressed immediately so we can all work in a positive work environment.

Regards,  
Anne