

Note: incidents may indicate unusual behaviors by Brandon but no conjecture is applied. Information is organized chronologically.

ID	Date	Incident or Event Description
0	various before February	<ul style="list-style-type: none"> Brandon informed Debra at least three times in three different personal conversations he had fired multiple people and was not opposed to doing so at any time to any one. Brandon began a habit of stopping by Debra's office around 5pm to discuss varying administration issues.
1	02.10.2022	<p>Debra meant with Brandon in his office to review a falls agenda. He told her</p> <ol style="list-style-type: none"> She insulted his secretary by using her idea. She was too friendly with her staff and such communication is not good for moral. She can't be trusted to meet with him in higher up group meetings because he can't trust what she's going to say. <ol style="list-style-type: none"> Later that day he said she could come to meetings with him if she did not speak. She must tell him every idea she has ahead of time so he's not "blindsided."
2	02.10.2022	<p>A little while after the meeting Debra went back to Brandon's office to get her only copy of a falls agenda that she left there.</p> <ul style="list-style-type: none"> Brandon said he didn't have it and was otherwise not able to locate.
3	02.14.2022 severe office harassment #1 of 3	<p>Debra was leaving ~ 6:30pm and Brandon came to her office a second time, the first being 5 to 5:30.</p> <ul style="list-style-type: none"> Debra knew Brian was waiting in the parking lot and he called repeatedly. Brian came back about 7:45PM and Debra would still not pick up phone so he went home. Debra arrived home after 8:20pm. Without equivocation, Debra was visibly shaken, confused, was not answering questions, and physically grabbing at her arms and arm skin. <ul style="list-style-type: none"> Brian asked Debra if Brandon knew it was Brian calling and she said "yes." She had little to say other than "Brandon would not let me leave." When Brandon was departing from Debra he said <ul style="list-style-type: none"> "sometimes partners need to know what is required to be a nurse." <p>note: Brian asked if what was being discussed was business or patient critical. The discussion was not.</p>
4	03.03.2022	<p>Brandon's secretary Dolly canceled Debra's previously scheduled 11:30 meeting with Debra's education coordinator, Dolly, to meet with him.</p> <ul style="list-style-type: none"> Brandon was physically aggressive looking and blatantly said Debra "made him" late for his 9am meeting as she was late for the 830AM manager meeting. She explained she was addressing an active floor nursing issue and didn't change his mindset. <p>Brandon was less than 5 minutes to the 9AM meeting.</p>
5	03.21.2022	<p>An incident with Brandon's secretary occurred.</p> <ul style="list-style-type: none"> Darlene called Debra and raised her voice at her about patient handwritten support cards not being in a red folder. <ul style="list-style-type: none"> She said, "I'm telling Brandon on you."

		<p>Shortly after, Brandon had Darlene schedule Debra to meet with him.</p> <ul style="list-style-type: none"> Brandon kept Debra on the phone for over 20 minutes repeatably saying she had to apologize to Dolly for her behavior. <p>Notes Brandon never asked Debra how she feels about Darlene's behavior and yelling at her. He also did not ask if Darlene had yelled at her.</p>
6	03.24.2022	Debra cried in Donna's office over how Brandon is persistently informing her she speaks brashly with his secretary and needs to "work it out" with her.
7	03.30.2022	Brandon continues his behavior of showing up to Debra's office around 5:30 to discuss unplanned events and items.
8	03.31.2022	<p>Debra meets with her preceptor Donna and discussed Brandon's behavior.</p> <ul style="list-style-type: none"> Donna informed Debra she should "learn to cope with bullying at Winchester Hospital."
9	09.02.2022	<p>Brandon comes to Debras office about 5 – 5:15 to resolve an non pressing administrative concern. It was not patient related.</p> <ul style="list-style-type: none"> Debra listens to him to attempts to work on and resolve quickly as she had a scheduled medical appointment at 6:15 PM. The work continues. Debra informed Brandon she has an appointment and has to leave. Brandon replied "Where do you need to be?" She did not answer. After 10 more minutes she informs him again that she has to leave. Brandon asks her "what kind of appointment do you have?" Debra finally informed her. Debra was an half hour late for her appointment.
10	09.06.2022	<p>Debra meets with her preceptor Donna.</p> <ul style="list-style-type: none"> Donna tells Debra she should report Brandon's behavior to HR and that she "needs to protect herself."
11	12.15.2022 <th>	<p>Karen asked Debra to present at VIP meeting.</p> <ul style="list-style-type: none"> Her floor had multiple items going on and it was challenging for her to prepare for the 2pm presentation. She never noticed, nor knew, that Brandon wasn't invited to the meeting. <p>Both the head of HR and Brandon's boss Karen, the CNO, expressed to Debra how good of a job she did.</p> <ul style="list-style-type: none"> Karen antedoctially mention whiel departing that she had forgotten to invite brandon and he might "get mad about that."
	12.16.2022 <fri> Severe Office harrassment #2 of 3	<p>a) Debra started to ask if this was about VIP meeting and he cut her off</p> <p>b) told her "this meeting would be quick and let me set the expectations" in a firm and unfriendly tone.</p> <p>c) expressed he couldn't believe that she didn't tell him about the meeting.</p> <p>d) Debra tried to get her conversation going and was told "stop deflecting" and continued his verbal assault.</p> <p>e) Debra became taciturn and ultimately just walked out.</p>

		<p>Result: brandon called a meeting with HR to discuss her insubordination of the leaving the meeting and not finishing to listen to him.</p> <ul style="list-style-type: none"> Debra notified that day they would be having a sit down meeting with HR on the following Tuesday.
	12.17.2022 <sat>	<p>(weekend) Debra emailed Karen asking to speak with her.</p> <ul style="list-style-type: none"> Karen never responded and neither did Deb send an additional email. Learned later that Karen knew Brandon was taking her to HR.
	12.20.2022 <tues>	deb emails karen keaney about the situation - does not get a response back
	12.19.22 Severe Office harrasment #3 of 3	<p>Debra shows up to HR with an advocate - Ann Armstrong. Informed that Ann could not be in the room with her.</p> <p>Bradon - physically shook the insuborduination policy at Debra with the HR representative in the room. Brandon accused Debra of raising her voice at one point when responding to an item. Jen.HR later confirmed that Debra had never raised her voice. Debra informed she is being written up for insubordination.</p>
	12.28.2022	<p>Debra meets with Beth Taylor to discuss situation. Beth ends by advising Debra she should schedule a sitdown with brandon</p>
		<p>Debra not written up <more notes to add ehre></p>
	Feb Pre.CNO meeting	<p>Deb meets with Beth Taylor expressing Brandon is a personality unlike she has ever dealt with before. Debra says will not meet alone with Brandon in his office again.</p>
	03.02.2023	Karen schedules Brandon and Debra to "work things out."