

**From:** Ashley Gjovik ashleygjovik@apple.com  
**Subject:** Re: Welcome and Prep Work | AU Race & Justice  
**Date:** August 20, 2021 at 12:05 PM  
**To:** Ekelemchi Okpo (ER) eokpo@apple.com

AG

Hello,

I continue to struggle to understand just how this current leave is not punishment, retaliation, or otherwise a negative employment action.

P.S. I should get you the updated Issue Confirm before Monday. It's taken a lot of time to sort through and make sense of.

—  
Ashley M. Gjovik

🍏 Engineering Program Manager

✦ Mac Systems Quality Strategic Planning & Communications

✦ Product Systems Quality Internal Communications; Employee Engagement; Inclusion, Equity, & Diversity

📞 (408) 204-9976

On Aug 20, 2021, at 8:55 AM, Ekelemchi Okpo <[eokpo@apple.com](mailto:eokpo@apple.com)> wrote:

Hi Ashley-

Thank you for reaching out. Given that you are on leave, you will need to reschedule and attend a session in the future.



Best,

Ekelemchi Okpo

Corporate Employee Relations

[eokpo@apple.com](mailto:eokpo@apple.com)

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On Aug 19, 2021, at 1:12 PM, Ashley Gjovik <[ashleygjovik@apple.com](mailto:ashleygjovik@apple.com)> wrote:

Hi Ekelemchi,

I hope you're well.

Yesterday you wrote, *"As we previously discussed, you are not expected to participate in any work related assignments while I conduct a thorough and objective investigation into the concerns you've raised."*

I was previously invited & registered for this course with Apple University. I was & am very excited to attend. The coursework actually directly complements my current studies at Oxford. Because this course is voluntary and not a "work related assignment" — can you please reply and let me know if I'm allowed to attend? The first class is next Tuesday 8/24 and then continues weekly for a several weeks.

I checked with Professors [REDACTED] & [REDACTED] last night and they said they are still happy to have me in the course and can confirm that with you if needed. They asked me to confirm directly with you that I can attend though first, as they said they do not want my attendance to invite any sort of disciplinary action.

Thanks,  
-Ashley

—  
Ashley M. Gjovik

🍏 Engineering Program Manager

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Begin forwarded message:

**From:** [REDACTED] <[\[REDACTED\]@apple.com](mailto:[REDACTED]@apple.com)>

**Subject:** Welcome and Prep Work | AU Race & Justice