From: **Ashley Gjovik** ashleygjovik@apple.com 📎
Subject: Slack ER Chain
Date: July 28, 2021 at 2:46 PM
To: Ekelemchi Okpo eokpo@apple.com
Cc: Antonio Lagares (ER) alagares@apple.com

Hi,

The Slack chain we talked about yesterday & today: https://a1391194.slack.com/archives/CK1KDPQCF/p1627328464228400

Not even including DMs....

I don't seem to be the only employee subject to sexism, hostile work environment, harassment, and retaliation — who has received no real help from HR or ER in resolving the issue. (Yes I know you're looking into things now — but Jenna made things worse for me, and so far y'all have done nothing to mitigate the harm I'm experiencing ongoing).

There seems to be a growing group of us with very horrific stories to tell , who have tried to tell these stories, and have gotten no where at Apple.

As mentioned before, this is incredibly disappointing and unacceptable to me. Not just for my own situation — but also that women are being treated like this by their coworkers and ignored by HR/ER at a company that likes to pretend it cares about human rights, inclusion, diversity, and respect. Pretends seems to be the important word there.

-Ashley

Thread #women-in-swe ⊕

🔖 Added to your saved items

Ashley Gjøvik Jul 26th at 12:41 PM
I just read this article and I have a lot of thoughts. I know this is a sensitive area, but I'm wondering if this is a topic that might be benefici discuss, at least for those of us that have tried to go through the employee relations process here, or know folks who have.

https://www.washingtonpost.com/technology/2021/07/23/amazon-gender-discrimination-investigation/

Do we think Apple does a sufficient job at handling employees complaints about discrimination? Do we feel comfortable even reporting issues?

This group did an amazing job at essentially the first version of an Apple letter after the Craig promotion email reckoning that led to what appears to be some major reforms and in at least communication and training in SWE. However, I can say personally I've had some awful discriminatory experiences within both software engineering and hardware engineering in my six year tenure of this company. Hostile wo environment, harassment, and just general, deeply engrained sexist cultures. I can also say that the culture not only seems to have supported/supports bad behavior, but I felt much pressure to never go to Human Resources resources or employee relations about any o

I'm finally talking to employee relations now. But this is the second round, after the first round was essentially pages 128, 134, & 139 Sar Cooper's "How to be Successful without Hurting Men's Feelings." They finally gave it some effort only after I escalated and sent some cho words about the apparent disconnect between what Apple pretends to care about and what they actually do when faced with complaints

Again I know this is a very sensitive area, so if you want to chime in feel free to use the "I have a friend who...." approach. I'm also starting this conversation here because y'all are so incredibly thoughtful about these types of things and willing to debate different sides of difficu topics, and seemed to have had the most success with an internal reckoning. But I'm also wondering if this would be an important questio for those with disabilities, subject to racial discrimination, etc. I suspect Apple has a variety of different culture issues depending on the teams and locations, and I'm not sure if employee complaints might be handled differently depending. (edited)

3 files ▾