


**From:** Ashley Gjovik ashleygjovik@apple.com   
**Subject:** Re: Introduction; Hle  
**Date:** July 8, 2021 at 3:14 PM  
**To:** Antonio Lagares alagares@apple.com

Hi,

Unfortunately there's another new event— I just found out today.

In May, apparently Dan and Dave decided to reduce my ownership and supervision of one of my main projects and appear to have handed it off to a male colleague in another organization (██████) — and didn't even tell me directly. Dan reduced my supervision & gave ██████ the project after I started raising formal concerns to him about Dave creating a hostile work env & be sexist, raising work place safety concerns, and filed a workers comp claim.

One of Dan's directs, Yuan, sent me an email this morning adding me to an existing thread he had with [REDACTED]

Email between Yuan &amp; [REDACTED]

On Jul 8, 2021, at 9:03 AM, Yuan Tan <[yuan\\_tan@apple.com](mailto:yuan_tan@apple.com)> wrote:

Thanks for checking in on How I Go Here article. getting [REDACTED] help to publish this one soon.

Begin forwarded message:

**From:** [REDACTED] <[REDACTED]@apple.com>  
**Subject:** Re: editorial help with a PSQ profile  
**Date:** July 8, 2021 at 8:38:22 AM PDT  
**To:** Yuan Tan <yuan\_tan@apple.com>  
**Cc:** [REDACTED] <[REDACTED]@apple.com>

Absolutely! Please let me know the next steps.

Response	Percentage
Yes	95%
No	5%

On Jul 7, 2021, at 9:40 PM, Yuan Tan <[yuan\\_tan@apple.com](mailto:yuan_tan@apple.com)> wrote:

Hi [REDACTED]

Dan and Ashley briefly mentioned a while back that you may be able to help with editorial review for PSQ team member profiles, such as the ones here:

<https://confluence.sd.apple.com/display/PSQ/How+I+Got+Here>

██████ in my team has a draft version that's not yet published. Would you have time to take a look in the next week or two? I know we are the midst of busy project season. I greatly appreciate any help you can give.

thanks,  
Yuan

Apparently this engineer, [REDACTED], asked Dan on 5/6 if he can help with our PSQ employee portal (that I created and oversee). [note: [REDACTED] apologized today, saying he didn't realize I already owned the process.]

On 5/6 [REDACTED] emailed Dan:

I am wondering if there are any writing opportunities / content needed for [psq.apple.com](https://psq.apple.com). Perhaps a recap or summary of someone's innovation, an interview or spotlight of a DRI or team, or some other topic. If not, if there's any need to edit or proof someone else's draft copy, I am game for that as well.

Best regards,



And on 5/6 Dan replied:



I need to think about this one a bit more. I'll likely take you up on it. There is always a need for more content for the team:  
**How I got Here articles**  
**From the desk of...**  
**etc.**

My first thought would be to help curate the HIGH articles. I'm curious - is writing a passion of yours? Not many in the team volunteer to write stuff! 🤔

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I've been the sole owner of the process, editing, approval, and publishing of our "How I Got Here" career spotlight articles for over two years. I've also been the co-owner (with Dan) of the *From the Desk of Articles* for a year as well.

It appears Dan made the decision to reduce my role to only working on MSQ articles and appears to have given [REDACTED] broader responsibility than me during a staff meeting I wasn't invited to — and no one told me until I saw the email from Yuan today. Yuan also insisted I was at the staff meeting, when I wasn't. Today Yuan said the following.

## ● Yuan Tan ★



**Yuan Tan** 10:04 AM

Today ▾

Hi Ashley, Dan hasn't changed the process. During a Dan staff meeting you were in a few weeks back, he mentioned about involving [REDACTED] 5/18?



**Ashley Gjøvik** 10:05 AM

I'm confused. The only staff meeting I've been at was on 6/8 and I only popped in to present 5 Simple Things and then immediately left



**Yuan Tan** 10:05 AM

saw these in staff meeting notes:

"[REDACTED] reached out to Dan

Offered to help write some of these and with formatting

Ashley is helping with MSQ

John, [REDACTED] to have a 1:1"



**Ashley Gjøvik** 10:06 AM

If you're talking about an extended staff, i've never been allowed to attend those.

I wasn't at a Dan staff on 5/18 either



**Yuan Tan** 10:06 AM

oh, sorry, i remembered wrong



**Ashley Gjøvik** 10:06 AM

Was it an extended stff?



**Yuan Tan** 10:07 AM



**Yuan Tan** 10:07 AM

regular staff. my head always associates How I Get Here with you, and thought you were there



**Ashley Gjøvik** 10:07 AM

LOL.



**Yuan Tan** 10:07 AM

I'll hold on engaging [REDACTED] til you talk to Dan

Further, if you remember from my 2020 review feedback — I raised a concerns about my projects being reassigned to male colleagues without consulting, or even informing me. It appears it happened again.

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For context here's the overall timeline the best I can put together today. I put the above events in red.

#### Timeline of Raising Formal Concerns within PSQ

- 3/22- 1:1 with my manager, Dave Powers. Dave told me I'm not allowed talk to anyone other than him, EH&S, and Jenna about my safety concerns about Stewart or even tell anyone it's a Superfund site. He said he didn't want his team to "know" because they'd be "upset." He also gave me feedback about an I&D training I was hosting, that "I was being too hard on the white man." He also told me this all as employee feedback and said it's only a "warning" because of my "mental health."
- 3/29 - I start raising questions directly to EH&S about vapor intrusion in Stewart 1 (TRW Microwave)
- 4/3 - I email Jenna notifying her of Dave prohibiting me from speaking about workplace safety concerns and ask her to talk to him or send me an email I can forward with my rights
- 4/3-9 - Jenna doesn't respond
- 4/8 - After telling Dave numerous times I've suffering from severe PTSD from getting sick last year and "barely hanging on" he texts me and asks me to lead a huge project for a completely different org, dotted-line reporting to a SWE director who sexually harassed me in 2019 (which Dave knows about).
- 4/8 - I reach out to Helen and tell him I'm struggling with my mental health and ask for her support
- 4/9 - I met with Dan West and told him that Dave prohibited me from speaking about safety concerns at work and told Jenna I talked to Dan as well — I ask him to talk to Jenna about Stewart 1. I also tell Dave that I can't work for Dave any more and document my ask to him to "think about solutions for DP situation."
- 4/9 - Jenna then offers to launch a formal investigation into Dave
- 4/9 - I tell Jenna no on the formal investigation but ask her to talk with him
- 4/12 - Jenna says she'll talk to Dave
- 4/12 - I reiterate my safety concerns about Stewart 1 to Jenna
- 4/12 - Jenna asks for a list of witnesses to investigate Dave and offers to look into the Rob Yopez sexual harassment
- 4/12 - I ask Jenna to pull my peer feedback about Dave to Dan from the 2020 review cycle as well as other historical review feedback to show context on the systemic issues
- 4/13 - I notify Helen about the ER investigation into Dave and my concerns about Stewart 1
- 4/13 - I notify Jenna of Dave violating my 2020 "return to work" medical accommodations and also giving him feedback about thanking men publicly for my work
- 4/14 - Dave snapped at me during my I&D training and a witness confirmed it was in appropriate, and I notified Jenna
- 4/14 - I email Dan and tell him I want to report to him or John, and go to a 4-work day schedule — otherwise I'll quit his org. I mentioned again specifically my 2020 review feedback about Dave I sent him and working for Dave "is TERRIBLE for my mental health."
- 4/20 - Helen Polkes urged me to file a workers comp claim for my 2019 fainting spell in Stewart 1 that I now believe to be likely caused by vapor intrusion in the building (she basically insisted — she pushed me at least three times to file it).
- 4/21 - I noticed Jenna, Dan, Dave, & Helen of the workers comp claim being filed
- 4/21 - I reach out to the federal EPA about Stewart 1 for the first time
- 4/23 - I remind Jenna to pull the 2020 review feedback from me to Dan about Dave and ask her again if she's talked to Dave about telling me I can't talk openly about work place safety concerns
- 4/26 - I notify Jenna one of the MSQ managers submitted feedback about my I&D training that we shouldn't focus on "equal outcomes," "only equal opportunity." I also notify her that I'm worried about this comment being used against me or me not being able to raise it as sexism/racism concern because Dave often tells me simply to "smile" when his male managers say inappropriate things to me. I mention the manager I suspect wrote no equal outcomes has a long history of being very hostile towards me and Dan once told me another woman hated him so much she quit her company so she didn't have to work with him (Jason Ivan).
- 4/27 - I have a phone call with Jenna, after asking for another time if she's talked to Dave about telling me I can't talk openly about workplace safety concerns, and she is extremely hostile and essentially also tells me I can't talk openly about workplace safety concerns. I document our call and send clarifying questions to her and Michael. She then says she never said what she said upon seeing it documented. During that call I also started crying and pleaded with her to stop the investigation because the way it's going it seems like she's going to side with my manager and Dan and only get me in trouble. She says she can't cancel and investigation after it begins.

- 4/29 - I talked to Dan West and notify him of the ER investigation into Dave, the workers comp claim, and the discussions I'm having with EH&S about Stewart 1. I also tell him about Jenna pressuring me not to speak openly about workplace safety concerns and ask him to help. I also ask him to follow up with Dave about the "no equal outcomes" comment because Dave refuses to follow up with his team on it. I expressed concerns again that Dave was creating a hostile work env that was severely detrimental to my mental health and asked him what can be done. I asked if he reviewed my review feedback about Dave from 2020 (Helen send you that document) and he said he did but "it wasn't actionable" and I'm just "hot & cold about Dave." I asked him if he had thought more about my request to report to him or another one of his directs (not Dave) and he said I can't report to him. I asked why, he said "no more re-orgs." I said, but my role is already more than half supporting you directly. He said no. I said, what about another direct, he said no. He wouldn't give me an explanation. I told him I will likely have to leave PSQ or Apple if he doesn't response the issue, and he said that's fine. I asked what he will do with my role if I leave and he said he'd cancel the EPM role, that "its an experiment that didn't work out," and convert it to engineering headcount. Dan did say that Dave needed to follow up on the "no equal outcomes" dogwhistle-type comment and that he'd talk to him about it.
- 4/29 - I document my meeting with Dan and what he said and send him notes, then forward to Jenna and notify her what he said.
- 4/30 - phone call with the Federal EPA about Stewart 1 / TRW microwave safety concerns
- 5/1 - I give Jenna more background on the bizarre creation of my role, the lack of definition, the hostility from Jason Ivan, and my un-approved, HR-protested, forced transfer out of SWE — with reasoning directly related to ongoing lawsuits against Apple — and ask her to talk to Kristen Michalik for more background.
- 5/6 - I notify Jenna that in MSQ staff meeting they mention Helen & Dan are worried about attrition and that managers need to be mindful with communication and if someone is thinking about leaving to recommend other options to retain them and say that directly conflicts with Dan telling me he doesn't care if I quit apple because of the hostile work env with Dave.
- 5/6 - Jenna still hasn't gathered and reviewed the 2020 Dave feedback I sent to Dan. I find a copy and send it to her and ask her again to review it.
- 5/6 — Dan offers to Daniel that he can work on / take over my roles for How I Got Here & From the Desk of Articles
- 5/10 - I notify Dave I need to take sick time for a heart issue and for side effects from chemical exposure treatment
- 5/7-5/20 — I send Jenna many, many more examples of inappropriate comments and behavior by Dave.
- 5/17 - I raise more questions and concerns about the safety of Stewart 1
- 5/18 - Dan staff meeting where he apparently reduced my ownership of the How I Got Here articles to only PSQ and appears to have given Daniel the overall project
- 5/20 - Jenna tells me she will talk to Rob Yopez about my sexual harassment claim and tell him I was the one who reported it. I ask her not to and that I don't want him to know it was me and ask her not to look in to it and she says she will anyways and I can't stop her. She pressures me to give the witnesses name to her despite me raising concerns about her being on an H1B and worried about retaliation.
- 5/20 - I also share with Jenna Dave's argumentative response to concerns I raised about wanting more support from Apple around sexual assault during the Supreme Court justices hearings
- 5/20 - I email Helen, Dave, & Dan my concerns about Apple not speaking up in support of Palestinians and Muslims; Helen replies not really addressing my concerns
- 5/20 - I share with Jenna that both Dave and Dan were giving me very condescending and sexist feedback about my "vocal tone" and "uptalk"
- 5/21 - I reply to Helen, Dave, & Dan and re-iterate my concerns and further elaborate my concerns around Muslim inclusion with the recent news of Uyghur forced labor; Helen replies actually addressing this time and let's me know I&D is looking into the whole situation and I'm welcome to talk to them
- 5/21- Jenna offers me Paid Administrative Leave for two weeks starting 5/24 and I say yes. She then tells me I'm not allowed to work at all during that time.
- 5/21 - I notify Dan West that EH&S said they won't answer anymore of my questions about VI.
- 5/22 - I ask Jenna to also look into the sexist language in my annual reviews written by Dave
- 5/24-6/4 - PAID ADMINISTRATIVE LEAVE
- 6/3 - "wrap up call" with Jenna — she says she found no policy violations and the only next steps are for me "to process this" and work with Helen on "my path forward." I send notes after documenting all of my ongoing concerns that weren't addressed — including that it sounds like she never reviewed my 2020 feedback about Dave to Dan (she said she had no recollection about one of the events)
- 6/8 - I have to present the I&D training I did to Dan staff even though I asked Dave to do it while I was out and asked Jenna if Dave could do it because I don't feel comfortable marketing our I&D training while I'm reporting Dave and a manager (likely Jason) for being sexist
- 6/10 - My first 1:1 back with Dave after leave & the investigation. He makes it clear he doesn't think he did anything wrong and it was just me overreacting / misinterpreting
- 6/10 - I notify Jenna what Dave said during that 1:1
- 6/10 - I then meet with Jenna and she tells me the only other steps are to "complain about her to her manager, but I'm not allowed to discuss any details of the investigation" and to "escalate safety concerns to EHS." She also suggests I request ADA accommodations for remote work so I don't have to go back to Stewart 1. She tells me "I don't need a diagnosis, I just need a doctor signature."
- 6/14 - Another PM and I email the Remote Work Advocacy letter to Tim Cook & Deirdre
- 6/20 - I notify Helen I talked to you and you're having your team take a 2nd look at my situation
- 6/21 - 1:1 with Dave and I ask to work remotely and he tells me its not a thing. Finally he agrees to ask Helen, but then says Helen said no. Later Helen said he never asked her and he needs to ask Dan instead. (He lied to me)
- 6/22 - I send you the email about John Basanese & Dan West making sexist comments & inappropriate behavior, and Dan West recklessly endangering my health
- 6/28 - 1:1 with Dave where he makes the inappropriate I&D comments & acts hostile towards me
- 6/28 - I express concern to Helen about Dave making inappropriate and possibly sexist comments about an I&D project I'm working on

- 6/20 - 1:1 with Helen where she makes the aggressive comments about remote work and role definition
- 7/2 - Jenna tells me EH&S will actually test the air in Stewart 1 now and notifies me of cracks in the floor there and the need for "floor sealing" and that they'll test the air after the floor is fixed
- 7/2 - I ask EH&S and Jenna if they can test the air before the floor is fixed, to see if those cracks were causing vapor intrusion
- 7/2 - I submit ADA Medical Request for remote work due to needing to avoid industrial chemical exposure
- 7/4 - I email you with concerns about Helen, Dave, and EH&S
- 7/7 - I meet with EH&S and Jenna and they tell me they won't test the air before the cracks are fixed, they refuse to give me any details about what fixing the cracks entail, and again tell me they now won't answer anymore of my questions. I reiterate I don't feel safe in that building and I'm worried about vapor intrusion and I feel they're trying to misrepresent the situation internally
- 7/7 - I express concerns to Helen about her not helping with my role definition
- 7/7 - I send additional / updated concerns about the safety of Stewart 1 / TRW Microwave to the federal EPA
- 7/8 - I find out from Yuan that Dan appears to have re-assigned one of my projects without telling me

-Ashley

—  
Ashley M. Gjovik

🍏 Engineering Program Manager

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On Jul 8, 2021, at 10:34 AM, Ashley Gjovik <[ashleygjovik@apple.com](mailto:ashleygjovik@apple.com)> wrote:

Hi Tony,

Yeah... I'm very distressed by all of this. Thank you so much. Looking forward to talking to you tomorrow.

I hope you had a nice holiday.

—  
Ashley M. Gjovik

🍏 Engineering Program Manager

✦ Mac Systems Quality Strategic Planning & Communications

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

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On Jul 7, 2021, at 2:39 PM, Antonio Lagares <[alagares@apple.com](mailto:alagares@apple.com)> wrote:

Hi Ashley,

I saw that you spent your 4th writing this email. I'm sorry you felt compelled to use your holiday to write. I will schedule some time for us to address these new concerns. Please look for an iCal to propose time.

Best...

...TL



