

Mr. Joe Nichols
Mayor
Municipal Building
City of Fraser, MI 48026

May 17, 2017

This is to advise you that the City has received complaints from some of its employees regarding conduct which could constitute sexual harassment. Both state and federal law strictly prohibit sexual harassment in the workplace. Therefore, once the City received notice of the complaints, it had a legal obligation to institute an investigation to determine the validity of the complaints. It was my assessment that, since the City does not have a full-time human resources administrator with expertise in this area, the investigation be outsourced to an independent investigator without any ties to the City. Therefore, Mr. Thomas Fleury, an attorney with expertise in this area, was retained by the City to investigate the complaints.

At this time, Mr. Fleury has advised me that he would like to meet with you to present you with the evidence received in the investigation to date and allow you the opportunity to respond. Mr. Fleury has advised me that he is available to conduct the interviews at Fraser City Hall on the following dates: May 22, 2017 at 1:30 PM; May 23, 2017 at 1:30 PM; or May 24, 2017 at 1:30 PM. Additionally, Mr. Fleury has requested that I advise you that your participation is voluntary and, if you decide to be interviewed, it is permissible for you to have a witness at the interview if you so desire.

Mr. Fleury has also requested that I advise you that retaliation against an employee who makes a complaint of sexual harassment or participates in a sexual harassment investigation is legally prohibited. Therefore, during the pendency of the investigation, if and when you learn of those individuals who either complained or participated in the investigation, any contact with said individuals should be strictly professional and not include any statements or comments regarding the investigation.

Mr. Fleury has asked that you contact him at 313.965.0857 or e-mail him at tlf@kellerthoma.com to make arrangements for your interview. Additionally, any questions you may have regarding the investigation may be directed to Mr. Fleury.

Mr. Fleury has also requested that, in order to maintain the integrity of the investigation, I make no comments to you or anyone else regarding the investigation. Therefore, it is my request that you not direct any inquiries regarding the investigation to me.

Respectfully,

D. Wayne O'Neal
Interim City Manager