

EXHIBIT 2

PART 1a

<p style="text-align: right;">38</p> <p>1 August 31, 2004, that you were being docked two days'</p> <p>2 pay for your absences on August 17 and August 18,</p> <p>3 2004. Is that correct?</p> <p>4 A I did know that.</p> <p>5 Q Okay. Now, Mr. Chmara. Do you know</p> <p>6 whether or not he has any sort of a disability?</p> <p>7 A I'm under the impression that he does not.</p> <p>8 Q Do you know?</p> <p>9 A No.</p> <p>10 Q Okay. And do you know what his nationality</p> <p>11 is or national origin is?</p> <p>12 A No. I'm under the impression that he's a</p> <p>13 white male, but I don't have any other information</p> <p>14 about that.</p> <p>15 Q And you also mentioned in this meeting that</p> <p>16 there was a discussion about your being unfairly</p> <p>17 denied tuition reimbursement and column movement. Is</p> <p>18 that correct?</p> <p>19 A Yes.</p> <p>20 Q Okay. Let me show you --</p> <p>21 MS. THORPE: Let's mark this Group</p> <p>22 Exhibit -- you know what? We'll do it one at a time.</p> <p>23 Let's mark this as Exhibit 6.</p> <p>24 (Easton Exhibit 6 marked.)</p>	<p style="text-align: right;">40</p> <p>1 statement of what the policy was?</p> <p>2 A I believe that was a true statement.</p> <p>3 Q Okay. And had you obtained prior</p> <p>4 authorization by your supervisor and vice president</p> <p>5 for the tuition reimbursement and column movement?</p> <p>6 A No.</p> <p>7 Q Okay. Why do you believe this was</p> <p>8 discriminatory?</p> <p>9 A I believe that this was discriminatory</p> <p>10 because with the former deans, Sandra Rodriguez and</p> <p>11 Brian Smith, on more than one occasion -- actually, I</p> <p>12 can document two separate occasions when the class</p> <p>13 had already begun and I was -- they still approved</p> <p>14 them. I didn't realize that this was etched in stone</p> <p>15 until Dr. Kartje denied it.</p> <p>16 Q Well, how do you know Dr. Kartje denied it?</p> <p>17 This is memo is from Carole Bulakowski. Is that</p> <p>18 correct?</p> <p>19 A Yes, but this isn't the first memo that</p> <p>20 comes out. This is from her, but I have one from</p> <p>21 Dr. Kartje.</p> <p>22 Q Well, this says that it has to be approved</p> <p>23 in advance by the supervisor and vice president. Did</p> <p>24 you have anything prior to this date indicating that</p>
<p style="text-align: right;">39</p> <p>1 BY MS. THORPE:</p> <p>2 Q Okay. Ms. Easton, I'm showing you what's</p> <p>3 been marked as Exhibit 6. It's a memo from Carole</p> <p>4 Bulakowski to you. It's dated October 11, 2004. And</p> <p>5 it's regarding a denial of column movement and</p> <p>6 tuition reimbursement. Is that correct?</p> <p>7 A Yes.</p> <p>8 Q Is this the incident that you were</p> <p>9 referring to just a few moments ago when you said you</p> <p>10 were denied tuition reimbursement and credit for a</p> <p>11 column movement?</p> <p>12 A Yes.</p> <p>13 Q Now, this memo says that at the time you</p> <p>14 submitted your request for column movement and</p> <p>15 tuition reimbursement, the courses were under way,</p> <p>16 and then she cites the faculty contract, Article 13,</p> <p>17 Section D: "'The appropriate Vice President shall</p> <p>18 determine in advance whether courses fall into' the</p> <p>19 mentioned categories that are eligible for credit</p> <p>20 toward column movement. Also, per Article 27, 'both</p> <p>21 tuition reimbursement and other expenses reimbursed</p> <p>22 under this Article must be approved in advance by the</p> <p>23 supervisor and the vice president.'"</p> <p>24 Do you know whether this was a true</p>	<p style="text-align: right;">41</p> <p>1 the vice president approved your request?</p> <p>2 A No. I did have document, though, that</p> <p>3 Dr. Kartje tells me that it won't be approved before</p> <p>4 this date and before this document. She is the first</p> <p>5 person who denies my request.</p> <p>6 Q Do you know of anybody else who was denied</p> <p>7 a tuition reimbursement or column movement request</p> <p>8 who submitted documentation late?</p> <p>9 A No.</p> <p>10 Q So to your understanding, prior to this</p> <p>11 time, anybody could submit the documentation late and</p> <p>12 still get credit notwithstanding what the company --</p> <p>13 what the college policy was?</p> <p>14 A I don't know about -- under my</p> <p>15 understanding. I don't know about other people; I</p> <p>16 just know about myself and beforehand. I had</p> <p>17 submitted things late before, and I had -- it had</p> <p>18 been approved.</p> <p>19 Q Okay. But you don't know how this was</p> <p>20 applied to anybody else.</p> <p>21 A No.</p> <p>22 Q Okay. Now, your request was subsequently</p> <p>23 granted, was it not?</p> <p>24 A Yes, it was.</p>

<p style="text-align: right;">42</p> <p>1 Q Okay. Showing you and your counsel --</p> <p>2 (Easton Exhibit 7 marked.)</p> <p>3 BY MS. THORPE:</p> <p>4 Q Showing you a memo, Exhibit 7, to you from</p> <p>5 Carole Bulakowski regarding "Fall 2004 tuition</p> <p>6 reimbursement request," dated March 2, 2005. Have</p> <p>7 you seen this memo before?</p> <p>8 A I have.</p> <p>9 Q Okay. And in this memo, Ms. Bulakowski</p> <p>10 informs you that she has decided to retroactively</p> <p>11 approve your request. Is that correct?</p> <p>12 A Yes.</p> <p>13 Q She also says in here: "Please note, I am</p> <p>14 making an exception for this academic year only; this</p> <p>15 decision for approval is non-precedential. I</p> <p>16 appreciate your cooperation in being diligent to</p> <p>17 submit requests in a timely manner."</p> <p>18 Have you since March 2, 2005, submitted all</p> <p>19 of your requests for tuition reimbursement or column</p> <p>20 movement in a timely fashion?</p> <p>21 A Yes.</p> <p>22 Q And as far as you know, that is the college</p> <p>23 policy to require that those requests be submitted in</p> <p>24 a timely fashion. Is that correct?</p>	<p style="text-align: right;">44</p> <p>1 A Because of the fact that from her own</p> <p>2 mouth, I had already heard from her that I didn't fit</p> <p>3 into CLC environment, that I was an excellent</p> <p>4 teacher, but I did not fit in. And why wouldn't I</p> <p>5 fit in? Because I'm a teacher, but my students are</p> <p>6 not needed -- don't need a full-time teacher who is</p> <p>7 tenured.</p> <p>8 Q Is there any reason other than what you</p> <p>9 claim Dr. Kartje said about your not fitting into the</p> <p>10 CLC community as a basis for your claim that the</p> <p>11 decision to deny -- initially deny your tuition</p> <p>12 reimbursement in 2004 was based on your race?</p> <p>13 A I believe -- yes, I do believe that it was</p> <p>14 based on race.</p> <p>15 Q No, no, no. My question is other than your</p> <p>16 comment or your explanation --</p> <p>17 A Yes.</p> <p>18 Q -- that you thought it was based on your</p> <p>19 race because you said Dr. Kartje had told you that</p> <p>20 you don't fit in and you're an excellent teacher, but</p> <p>21 a part-time teacher can do what you do. Other than</p> <p>22 that --</p> <p>23 A Yes.</p> <p>24 Q -- okay? -- is there any other reason that</p>
<p style="text-align: right;">43</p> <p>1 A Yes.</p> <p>2 Q And why do you think since you were granted</p> <p>3 the tuition reimbursement and column movement that</p> <p>4 this was discriminatory?</p> <p>5 A I believe that this was discriminatory</p> <p>6 because this -- again, the first person who denied it</p> <p>7 was Dr. Kartje, not Carole Bulakowski. A memo comes</p> <p>8 after Dr. Kartje denied it from Carole Bulakowski,</p> <p>9 stating that -- the other memo about how it wouldn't</p> <p>10 be -- go through.</p> <p>11 And I met with Dr. Carole Bulakowski after</p> <p>12 her memo, first memo, telling me it wouldn't go</p> <p>13 through. I met with her, and we talked about it.</p> <p>14 And I told her about how this is a first for me -- I</p> <p>15 had not experienced this before -- and how it felt</p> <p>16 discriminatory to me, that I --</p> <p>17 Q Why was it discriminatory?</p> <p>18 A Because I felt like I was being singled out</p> <p>19 by Dr. Kartje.</p> <p>20 Q Okay. Now, did you feel that you were</p> <p>21 being singled out because of your race?</p> <p>22 A I felt like I was being singled out, yes,</p> <p>23 because of my race.</p> <p>24 Q Why?</p>	<p style="text-align: right;">45</p> <p>1 you believe that the decision to initially deny the</p> <p>2 tuition reimbursement in November of 2004 was based</p> <p>3 on your race?</p> <p>4 A Other than her telling me that I didn't fit</p> <p>5 into CLC environment?</p> <p>6 Q Right, right, right.</p> <p>7 A No.</p> <p>8 Q Okay. And did you -- do you believe that</p> <p>9 the decision to initially deny you the tuition</p> <p>10 reimbursement in the fall of 2004 was based on your</p> <p>11 national origin?</p> <p>12 A Based on her commentary of me not fitting</p> <p>13 into the CLC environment?</p> <p>14 Q Based on anything.</p> <p>15 A Yes, I would -- I would believe that would</p> <p>16 have something to do with my national origin.</p> <p>17 Q Okay. Is there any other reason other than</p> <p>18 Dr. Kartje's alleged comment to you that you don't</p> <p>19 fit in and that a part-time teacher could do what you</p> <p>20 do, is there any other reason that you believe that</p> <p>21 the decision to initially deny your request for</p> <p>22 tuition reimbursement in 2004 was based on your</p> <p>23 national origin?</p> <p>24 A We're not talking about hindsight; we're</p>

<p style="text-align: right;">46</p> <p>1 talking about in 2004? Are we talking about today, 2 or are we talking about in 2004? 3 Q Well, first let's talk about in 2004. In 4 2004 when you had this meeting and you said, "She's 5 discriminating against me because she's doing all 6 these things," why did you think that this was -- the 7 decision to deny tuition reimbursement was 8 discriminatory based on your national origin other 9 than what you've already said about the meeting in 10 2004? Any other reason? 11 MR. GILDO: I'm going to object. I think 12 you're presuming a fact that is not in evidence, and 13 that's that she said "They're discriminating against 14 me because she did these things." I don't know that 15 she said that she said that to anyone or whether that 16 was her thought. 17 MS. THORPE: I'm asking about her thought. 18 THE WITNESS: No, this is where I am. 19 MR. GILDO: You said, "When you said." So 20 it makes it sound like she made a report to 21 Dr. Bulakowski -- or to Ms. Bulakowski that she's 22 being discriminated against because of these things. 23 I don't know that that's ever been testified. And 24 the answer to that question, if she says yes, would</p>	<p style="text-align: right;">48</p> <p>1 faculty at the College of Lake County. 2 Q Okay. But you did not say to them in 2004, 3 "She's singling me out and treating me differently 4 because I'm black"? 5 A Because of race, national origin, and 6 disability, no. 7 Q Correct. Okay. So there were no reports 8 in 2004 to anybody at College of Lake County alleging 9 anything about discrimination or harassment based on 10 race -- your race or based on your national origin or 11 based on your asserted disability of multiple 12 sclerosis. Is that a fair statement? 13 A In 2004? 14 Q Correct. 15 A No, exactly. 16 Q All right. And the fact of the matter is 17 is that the decision to initially deny the tuition 18 reimbursement and column movement in '04 was reversed 19 in March of 2005, and it was made retroactive. Is 20 that correct? 21 A Yes. 22 Q So you did get the tuition reimbursement 23 and column movement that you were seeking. Is that 24 correct?</p>
<p style="text-align: right;">47</p> <p>1 imply that. 2 MS. THORPE: Okay. 3 THE WITNESS: And that language comes from 4 the EEOC case. It didn't come from me in 2004. 5 National origin, that wouldn't have even been a part 6 of my vocabulary at the time. That's an EEOC 7 vocabulary. So -- 8 BY MS. THORPE: 9 Q Okay. So when you met with Ms. Bulakowski 10 and Mr. Heinrich and Mr. Soller and Ms. Bretzlauf and 11 Dr. Kartje in November of 2004, you were trying to 12 bring to their attention things that you did not 13 think were fair, not that you were reporting that 14 "She's discriminating against me because I have 15 multiple sclerosis," or "She's discriminating against 16 me because I'm black," or "She's discriminating 17 against me because I am of Puerto Rican national 18 origin"; you were trying to tell the school, "She's 19 just not being fair to me." Is that fair to say? 20 A In 2004 -- 21 Q Yeah. 22 A -- my meeting was to report to the college 23 that I felt like Dr. Kartje was singling me out and 24 treating me differently than she was treating other</p>	<p style="text-align: right;">49</p> <p>1 A It is. 2 Q Okay. All right. So you reported these 3 three incidents at this meeting. What, if anything, 4 else was discussed at this meeting other than your 5 relating that you were docked in August, that 6 Dr. Kartje allegedly made these statements in 7 October, and that you were unhappy about the denial 8 of tuition reimbursement in November? What, if 9 anything, else was discussed at this meeting? 10 A Well, Dr. Kartje spoke at the meeting, and 11 she denied everything. She said that none of those 12 things ever took place in the meeting, that nothing 13 that I said was said was ever said. She spoke too. 14 I'm just bringing that up. 15 Q Okay. And did anybody else say anything? 16 A In the meeting? 17 Q Right. 18 A In that meeting? 19 Q Right. 20 A In that meeting, no. But after the 21 meeting, Rick Soller and Mary Bretzlauf I remember 22 patted me, shook my hand, and said, "Good job." 23 Q How was the meeting concluded? Were there 24 any resolutions about what was going to happen on a</p>

<p style="text-align: right;">58</p> <p>1 Q So one thing that you were complaining 2 about with regard to this memo that was on your door 3 was that Dr. Kartje said, "I'd like to meet with you 4 on your break." She didn't consult with you in 5 advance -- 6 A I felt like the meeting was ordered. I 7 apologize. Sorry for interrupting. 8 Q All right. What else, if anything, about 9 this memo did you find offensive? 10 A Okay. So initially I felt like the meeting 11 was being ordered. I felt like it was an order that 12 I show up at this. 13 Another thing that I found offensive about 14 it is there was an underlying note in it, tone in it, 15 of my misunderstanding or my not understanding or 16 me -- me being unclear about things that had taken 17 place, and it made me embarrassed because it was 18 something that was done often, me being presented as 19 somebody who doesn't know -- is clueless, doesn't 20 know what's going on. And that's what -- it talked 21 about how I was misinformed; I didn't know what was 22 going on. And -- and that was posted on the door. 23 Q What did the memo say, to the best of your 24 recollection?</p>	<p style="text-align: right;">60</p> <p>1 MS. THORPE: All right. We're back on the 2 record. 3 BY MS. THORPE: 4 Q In connection with the decision to award 5 you tenure, did Dr. Kartje put balloons on your door 6 and a note congratulating you that you had received 7 tenure when you received tenure? 8 A I don't know. I don't recall that. 9 Q So she might have; you just don't remember? 10 A I don't remember. 11 Q Do you know if she did that for anybody 12 else? 13 A I have no idea. 14 Q Did Dr. Kartje -- when you say that 15 Dr. Kartje denied your request for tuition 16 reimbursement, do you know whether she was the one 17 that would have final say as to whether or not you 18 would be reimbursed for tuition? 19 A I would assume that she didn't have final 20 say. 21 Q Okay. And why is that? 22 A Because she's overruled by the vice 23 president. So I assume the vice president had final 24 say.</p>
<p style="text-align: right;">59</p> <p>1 A The memo -- 2 MR. GILDO: Counsel, I think we can save a 3 lot of time here. I think she's got the memo. I 4 think you may have the memo too. I think we tendered 5 it in discovery, but if she's got it, maybe she can 6 disclose it. 7 MS. THORPE: I don't know what you're 8 referring to, which is why I -- 9 THE WITNESS: I have the memo. 10 BY MS. THORPE: 11 Q All right. 12 A Can I get the memo? 13 Q Yeah. 14 A Oh, I'm sorry. 15 MS. THORPE: Off the record. 16 (Off-the-record discussion.) 17 THE WITNESS: This is the memo. 18 (Document tendered to counsel.) 19 THE WITNESS: That's an e-mail of it. I 20 was sent an e-mail, and there was a memo. 21 MS. THORPE: Wait. Off the record. 22 (Off-the-record discussion.) 23 (Recess taken from 11:33 a.m. 24 to 11:43 a.m.)</p>	<p style="text-align: right;">61</p> <p>1 Q Okay. And when she -- when you said that 2 Dr. Kartje had sent you a memo before you got a memo 3 from Carole Bulakowski that initially denied your 4 request for tuition reimbursement, was the memo that 5 Dr. Kartje sent to you a heads-up: "Marlaina, 6 there's going to be a problem. I believe there's 7 going to be a problem with your tuition reimbursement 8 because you did not do XYZ"? 9 A No. It was -- I have it if you -- okay. 10 No, it was not. It was not "There's going to be a 11 problem"; it is "I am not going to" -- "This is 12 not" -- "You are not going to be approved for this." 13 It said, "Next time you will submit this in a timely 14 fashion." 15 Q And that's what you were told by Carole 16 Bulakowski. Is that right? 17 A As well, yes. 18 Q Okay. And do you know, were there any 19 white males who were treated the same way that you 20 were in terms of denial of a tuition reimbursement in 21 2004 because their documentation was not preapproved? 22 A I don't know. 23 Q Okay. Do you know somebody by the name of 24 Pat Gonder?</p>

<p style="text-align: right;">62</p> <p>1 A Do I know Pat Gonder?</p> <p>2 Q Yes.</p> <p>3 A Yes.</p> <p>4 Q And is he a teacher at College of Lake</p> <p>5 County?</p> <p>6 A Yes.</p> <p>7 Q Okay. And do you know whether he submitted</p> <p>8 a request for tuition reimbursement in 2004 that was</p> <p>9 not approved because it was not preapproved?</p> <p>10 A No.</p> <p>11 Q The students who are in the developmental</p> <p>12 English class --</p> <p>13 A I'm sorry. Was his reversed?</p> <p>14 Q I'm sorry. I can't -- you don't ask the</p> <p>15 questions --</p> <p>16 A Okay.</p> <p>17 Q -- I ask the questions.</p> <p>18 A Oh, I apologize. Okay.</p> <p>19 Q The developmental English class that you</p> <p>20 teach, isn't that a mixed class in terms of races:</p> <p>21 whites, Latinos, blacks?</p> <p>22 A Whites, Latinos, blacks, and Asians, yes.</p> <p>23 Q Okay. It's very mixed population.</p> <p>24 A It is predominantly non-white students,</p>	<p style="text-align: right;">64</p> <p>1 Q Now, in connection with this memo that you</p> <p>2 said was posted to your door --</p> <p>3 MS. THORPE: What are we on, Exhibit 8?</p> <p>4 Would you mark this, please?</p> <p>5 MR. GILDO: No, we're on 7, aren't we?</p> <p>6 MS. THORPE: We have a 7. We're on 8.</p> <p>7 (Easton Exhibit 8 marked.)</p> <p>8 BY MS. THORPE:</p> <p>9 Q Ms. Easton, I'm showing you and your</p> <p>10 counsel what's been marked as Exhibit 8. It's an</p> <p>11 e-mail titled "Miscommunication." And I just want to</p> <p>12 confirm. The information that's in the body of the</p> <p>13 e-mail, is that what you're saying was posted on your</p> <p>14 door?</p> <p>15 A There was a memo posted on the door. This</p> <p>16 is an e-mail of the memo. So, yes, the body of this</p> <p>17 information here was what was posted on the door. It</p> <p>18 was an actual memo.</p> <p>19 Q All right. So then because the court</p> <p>20 reporter can't see what we're pointing to, in the</p> <p>21 middle of the document where it says "Marlaina:" and</p> <p>22 then it starts with the words, "I understand that</p> <p>23 you," and then it ends with, "I look forward to</p> <p>24 talking with you tomorrow," those two little</p>
<p style="text-align: right;">63</p> <p>1 but, yes, there are white students in class.</p> <p>2 Q And has it always been predominantly</p> <p>3 non-white students?</p> <p>4 A Yes.</p> <p>5 Q And this is based on your observation of</p> <p>6 who is in the class?</p> <p>7 A Yes.</p> <p>8 MS. THORPE: All right. Let's mark this as</p> <p>9 Exhibit --</p> <p>10 BY MS. THORPE:</p> <p>11 Q Well, you said you had a document from</p> <p>12 Dr. Kartje regarding you will not be reimbursed. So</p> <p>13 why don't you give me that document, and we'll talk</p> <p>14 about it.</p> <p>15 A Not regarding that I would not be</p> <p>16 reimbursed, but that these would not be counted as --</p> <p>17 okay. Yes. Yes, because it wasn't put in in a</p> <p>18 timely fashion. Sorry.</p> <p>19 Lot of paperwork. But I can get that to</p> <p>20 him, and I assume he can get that to you.</p> <p>21 Q Well, no. I needed it before today. My</p> <p>22 hunch is it has not been produced, and so please</p> <p>23 produce it as quickly as possible.</p> <p>24 A Okay.</p>	<p style="text-align: right;">65</p> <p>1 paragraphs were in the memo that was posted to your</p> <p>2 door. Is that correct?</p> <p>3 A Yes.</p> <p>4 Q And it was directed only to you, the memo</p> <p>5 that was posted on your door?</p> <p>6 A Oh, I'm sorry. There was more. There was</p> <p>7 the meeting time and date. It was on top on the</p> <p>8 memo. It didn't start with, "Marlaina"; it started</p> <p>9 with a meeting time and date that I was to attend.</p> <p>10 Q Okay. And what was the meeting time and</p> <p>11 date that was on the memo?</p> <p>12 A I assume that it was the same that's on</p> <p>13 this e-mail, the October 28th, 2004, from 3:30 to</p> <p>14 4:30.</p> <p>15 Q So you had a memo on your door that said,</p> <p>16 "Meeting October 28th, 2004, 3:30 to 4:30," and then</p> <p>17 the memo said, "Marlaina: I understand that you have</p> <p>18 been," and whatever the rest of the text of this</p> <p>19 e-mail is.</p> <p>20 A Yes.</p> <p>21 MR. GILDO: I'm confused. You're reading</p> <p>22 from a document --</p> <p>23 MS. THORPE: Counsel --</p> <p>24 MR. GILDO: You know, Counsel, I think if</p>

<p style="text-align: right;">66</p> <p>1 you're going to ask her questions from this document, 2 I think we ought to identify what portions of the 3 document were posted to her door. 4 MS. THORPE: We just did that. 5 MR. GILDO: Well, I'm not sure you did. 6 I'm not sure you didn't paraphrase it. But it's my 7 interpretation that she's -- you've got the words 8 "Original Appointment," and you've got a number of 9 words in there, including the word 10 "Miscommunication." I assume all of those were part 11 of the document that was posted on her door. From 12 your questions, though, it's not clear. 13 MS. THORPE: Let me do this again. Okay. 14 If it's not clear, it's not clear. 15 BY MS. THORPE: 16 Q Ms. Easton, why don't you go through this 17 memo line by line and say what was in the body -- or 18 all of the words that you can recall being in the 19 memo that was taped to your door. Okay? 20 A Yes. The heading of it was 21 "Miscommunication." It had my name, "Marlaina 22 Easton," on it. "Miscommunication." It had Brian 23 Smith and Mary Winter's name on it as well. And it 24 had the date, October 28th, 2004, from 3:30 to 4:30.</p>	<p style="text-align: right;">68</p> <p>1 memo was that it dictated the time of the meeting and 2 that it was in a break between classes. Correct? 3 A Either a break between -- I apologize. 4 Either a break between classes or a break between a 5 class and my office hours. 6 Q Okay. Your last class did end at 3:15 that 7 day. Is that correct? 8 A I assume because it says that. This was 9 years ago, yeah. 10 Q Okay. So this was at the end of your 11 teaching day. Is that right? 12 A Yes. 13 Q The time she was suggesting for the 14 meeting. 15 A Yes. 16 Q And she also said if that didn't work out 17 for you that she could find time to meet with you on 18 Friday. Is that correct? 19 A Right. 20 Q So she was offering you alternatives in 21 terms of when she wanted to meet with you. Is that 22 fair to say? 23 A Yes. 24 Q Okay. Now, what about the text of the --</p>
<p style="text-align: right;">67</p> <p>1 And then it said, "Marlaina: 2 "I understand that you have been distressed 3 by our discussion last Wednesday. Because I am not 4 aware of any reasons why you would have left the 5 meeting worried, I would like to meet to discuss our 6 contradictory perceptions of the discussion. In 7 reviewing your schedule, your last class ends at 8 3:15 p.m. on Thursday, so I am providing a small 9 break before beginning the meeting. If you would 10 prefer, I can" -- "I can free time on Friday to meet. 11 "I am aware that you felt comfortable 12 discussing your responses to the meeting with both 13 Mary Winter and Brian Smith, and I am inviting them 14 to join our meeting in order to ensure that both of 15 us are free to express our opinions, listening 16 clearly, and understanding of what is being 17 communicated. If you would prefer not to have Mary 18 and Brian present at our discussion, please let both 19 or either of them know. 20 "I look forward to talking with you 21 tomorrow. 22 "Jean." 23 Q Okay. Now, you had said earlier that one 24 of the things that you found offensive about this</p>	<p style="text-align: right;">69</p> <p>1 this e-mail did you find offensive? 2 A Well, she expresses in this that I left the 3 meeting worried. That's an emotional feeling that I 4 felt that did not need to be broadcasted and on my 5 door. 6 That I left the meeting distressed. That's 7 also in here, and that's problematic because why do 8 other people need to have that information? 9 That I felt comfortable discussing my 10 responses with both Mary Winter and Brian Smith 11 accentuates that I'm talking to other faculty members 12 concerning Dr. Kartje, which is also a bit of a 13 problem that feels uncomfortable. 14 Q Was this memo -- how was this memo taped to 15 your door? Was it folded? 16 A I believe that it was folded and taped to 17 my door. 18 Q Okay. So anybody passing by your door 19 would not know what the text of the memo said because 20 the paper was folded. Is that right? 21 A Yeah, if they didn't look at it. Yes. 22 Q Well, even if they did look at it. I mean, 23 if it's taped, they couldn't see what it said unless 24 they untaped it. Is that true?</p>

<p style="text-align: right;">70</p> <p>1 A Yes.</p> <p>2 Q Okay. So the context of this memo then was</p> <p>3 communicated only to you, to Brian Smith, and to Mary</p> <p>4 Winter. Is that correct?</p> <p>5 A If nobody read the memo, yes.</p> <p>6 Q Did anybody tell you they read the memo?</p> <p>7 A No.</p> <p>8 Q Did the memo look like it had been opened</p> <p>9 and closed when you took a look at it?</p> <p>10 A I don't remember that.</p> <p>11 Q Is there anything else that you found</p> <p>12 offensive about this memo other than the two things</p> <p>13 that you've already testified to?</p> <p>14 A The line that says, "I am inviting them</p> <p>15 both to join our meeting to ensure that both of us</p> <p>16 are free to express our opinions," there's an</p> <p>17 underlying something there that for some reason she</p> <p>18 was not free to express her opinion.</p> <p>19 Q Would you agree that it appeared as though</p> <p>20 the two of you had some sort of a disconnect or</p> <p>21 miscommunication in some of your dealings with one</p> <p>22 another?</p> <p>23 A I -- I thought it appeared that she wanted</p> <p>24 it to look like that. I didn't believe that that</p>	<p style="text-align: right;">72</p> <p>1 believe that what I reported was inaccurate,</p> <p>2 according to what she said. I think that she was</p> <p>3 just denying everything, meaning that wasn't true. I</p> <p>4 think that was dishonest, what she was doing. I feel</p> <p>5 like that she was being dishonest at the meeting --</p> <p>6 Q Why would she do that?</p> <p>7 A -- as opposed to misinformed.</p> <p>8 Q Why would she --</p> <p>9 MR. GILDO: Wait, wait, wait. She's trying</p> <p>10 to answer the question fully, and you're interrupting</p> <p>11 her now.</p> <p>12 MS. THORPE: She can tell me if I'm</p> <p>13 interrupting her.</p> <p>14 MR. GILDO: Well, I'm telling you.</p> <p>15 MS. THORPE: Well --</p> <p>16 MR. GILDO: She's trying to get an answer</p> <p>17 out. In the middle of the answer, you're asking her</p> <p>18 a further question.</p> <p>19 BY MS. THORPE:</p> <p>20 Q Excuse me. I'm sorry if I interrupted you.</p> <p>21 Please continue your answer.</p> <p>22 A I felt like she at the meeting, at this</p> <p>23 meeting, was being dishonest when she said that we --</p> <p>24 that we -- that I was confused about what I heard. I</p>
<p style="text-align: right;">71</p> <p>1 occurred.</p> <p>2 Q You thought you clearly understood</p> <p>3 everything that she was saying to you?</p> <p>4 A Yes. Yes.</p> <p>5 Q And if, in fact, after she heard what you</p> <p>6 had to say at the meeting in November of 2004, that</p> <p>7 what you had said did not accurately reflect what she</p> <p>8 had intended to communicate, would you agree that</p> <p>9 there was a disconnect or some sort of</p> <p>10 miscommunication?</p> <p>11 A Well, at the meeting she --</p> <p>12 MS. THORPE: Would you --</p> <p>13 THE WITNESS: No.</p> <p>14 MS. THORPE: -- read back the question,</p> <p>15 please.</p> <p>16 THE WITNESS: Sorry.</p> <p>17 (Record read.)</p> <p>18 THE WITNESS: No.</p> <p>19 BY MS. THORPE:</p> <p>20 Q Why?</p> <p>21 A Because I think that she was being</p> <p>22 dishonest at the meeting.</p> <p>23 Q Why?</p> <p>24 A Because she denied everything. And I don't</p>	<p style="text-align: right;">73</p> <p>1 thought that she was actually being dishonest at that</p> <p>2 point.</p> <p>3 Q And why would she do that, do you think?</p> <p>4 Why would she intentionally misconstrue what she had</p> <p>5 intended to communicate to you?</p> <p>6 A I believe that she would do that for the</p> <p>7 same reason that she wrote me positive letters of</p> <p>8 recommendation. I believe that that was something</p> <p>9 that she did publicly to look one way, whereas</p> <p>10 privately she would harass me in other ways.</p> <p>11 I believe that she would do that publicly</p> <p>12 to make my recourse for reporting it very</p> <p>13 difficult -- which is what happened -- when publicly</p> <p>14 she looked one way in front of people, and privately</p> <p>15 she looked another way.</p> <p>16 Q And why do you think she would take all</p> <p>17 that time and trouble to try to do something like</p> <p>18 that to you?</p> <p>19 A Because I think that she had personal</p> <p>20 issues with the fact that I didn't fit into the CLC</p> <p>21 community to her.</p> <p>22 Q Is there any other reason other than your</p> <p>23 thought that she believed that you didn't fit into</p> <p>24 the CLC community that you thought that Jean was</p>

<p style="text-align: right;">78</p> <p>1 Q Okay. And any other reason besides the 2 fact that you claim that Dr. Kartje took away your 3 ability to teach and that she said in a meeting with 4 Tom Heinrich that you have -- you should not have 5 attendance issues? Anything else that you believe 6 made you change your opinion to think that Dr. Kartje 7 was discriminating against you? 8 A Not that I can think of right now. 9 Q Okay. Now, I want to go back -- okay. 10 Nothing further. 11 Let me go back to Exhibit 8. This is the 12 memo that you just recently provided. 13 A Okay. 14 Q Is it a true statement in here that you 15 felt comfortable discussing your responses to the 16 meeting with Mary Winter and Brian Smith? 17 A Yes. 18 Q So might Dr. Kartje have been trying to 19 make you feel more comfortable by saying that since 20 you felt comfortable with Mary Winter and Brian Smith 21 on a certain occasion discussing issues, you might 22 care to invite them to the meeting that Dr. Kartje 23 was calling in this memo? Might that have been her 24 intent?</p>	<p style="text-align: right;">80</p> <p>1 because Mary and Brian were not available on the 2 Thursday time that Dr. Kartje was proposing. Is that 3 what you're saying? 4 A Yes. 5 Q And do you know whether or not they -- 6 strike that. 7 Do you know whether or not Mary or Brian 8 could have made themselves available if the meeting 9 were to go forward on that Thursday? 10 A No, I don't know. 11 Q And do you know if you wanted to have Mary 12 and Brian present and they could not be available on 13 Thursday, do you know whether they could have been 14 available on Friday as Dr. Kartje was suggesting? 15 A No. 16 Q Other than the meeting with Tom Heinrich 17 and Dr. Kartje that you referred to a little earlier 18 regarding a conversation about your attendance issues 19 and this issue about your ability to teach classes, 20 is there anything else that you claim that Dr. Kartje 21 said or did that you feel is discriminatory or 22 harassing? 23 MR. GILDO: I'm going to object. Again, do 24 we have a time frame here because on previous</p>
<p style="text-align: right;">79</p> <p>1 A I wouldn't know what her intent was. 2 Q Okay. That's fair. 3 She also said that if you would prefer not 4 to have Mary or Brian present at the meeting to just 5 let her know. Is that correct? 6 A That is what -- "please let both or either 7 of them know," yes. 8 Q Okay. So she gave you the option of having 9 Mary and Brian present if you wanted to have them 10 present and not to have them present if you were more 11 comfortable without having them present. Is that 12 correct? 13 A I don't believe it was a realistic request, 14 no, because at the time, Mary Winter taught classes 15 at that time and would not have been available at 16 that time, and Brian Smith said that that time 17 wouldn't have worked for him anyway. So I don't 18 agree with that. 19 MS. THORPE: Would you read back the 20 question, please? 21 (Record read.) 22 BY MS. THORPE: 23 Q All right. So as I understand your answer, 24 you believe that she was giving you a false choice</p>	<p style="text-align: right;">81</p> <p>1 occasions, you set it in a time frame. I don't know 2 when the meeting was with Mr. Heinrich. 3 MS. THORPE: I believe that was in 2005. 4 BY MS. THORPE: 5 Q All right. Fine. I'll break it down. 6 Have we covered everything that you believe 7 was harassing or discriminatory or retaliatory in the 8 year 2004? 9 A Yes. 10 Q Okay. And that was the docking your pay in 11 August of 2004 and -- 12 A No, there is one more thing. I apologize. 13 Q Wait. You interrupted me. 14 A Sorry about that. 15 Q The docking the pay in August of 2004, the 16 meeting you said that you had with Dr. Kartje in 17 October 2004 when she allegedly told you you didn't 18 fit in, the initial denial of your tuition 19 reimbursement that was subsequently reimbursed, the 20 posting of the memo in October on your door. Okay. 21 And now you say that there's another event that 22 occurred? Okay. What else happened in 2004? 23 A What happened is that she observed my first 24 class, me teaching my first class. What happened to</p>

<p style="text-align: right;">82</p> <p>1 me typically in the past is that a dean came to 2 observe the first class, gave you their notes and 3 suggestions, and then that was given to you before 4 the second class so you could make corrections if you 5 needed to make them, whereas what happened in my 6 situation is that she observed my first class, and I 7 had to go to the English/com arts department 8 secretaries and request feedback from my first class, 9 to which they told me that Dr. Kartje did not do that 10 and that she didn't want to meet and discuss feedback 11 until after the second class, which didn't make any 12 logical sense to me.</p> <p>13 Q All right. Who did you speak to in the 14 department that told you that this was Dr. Kartje's 15 practice to wait until after the second observation?</p> <p>16 A I -- I have it in an actual e-mail. I 17 can't remember which one.</p> <p>18 Q I don't want your e-mails; I want you to 19 answer the question. Who did you speak to?</p> <p>20 A I believe it was Marybeth Morrow, but it 21 could have been the other secretary as well. I don't 22 remember which one it was.</p> <p>23 Q Okay. And do you have any reason to 24 believe that Dr. Kartje treated you differently than</p>	<p style="text-align: right;">84</p> <p>1 Q Okay. You were told that that's what her 2 practice was?</p> <p>3 A I was, yes.</p> <p>4 Q And you can't point to anybody who 5 Dr. Kartje treated differently. Is that correct?</p> <p>6 A No, I can't.</p> <p>7 Q Okay. What impact, if any, did it have on 8 your future at College of Lake County to have been 9 given the feedback after the second observation as 10 opposed to the first observation?</p> <p>11 A The impact that it had on me is just that I 12 was very nervous by the time we got to the second 13 observation because I didn't know how she felt about 14 the first.</p> <p>15 Q Did you ultimately have the conversation 16 with Dr. Kartje where she provided you with feedback 17 about your teaching?</p> <p>18 A At the October 19th meeting, we were 19 supposed to, but, no, we did not discuss the feedback 20 from --</p> <p>21 Q Did you ever get feedback from Dr. Kartje?</p> <p>22 A I found it -- no, I did not. I was never 23 given feedback. I found it in my personnel file. I 24 was not given feedback, no.</p>
<p style="text-align: right;">83</p> <p>1 anybody else in terms of when she provided feedback 2 for the teaching observations?</p> <p>3 A Yes.</p> <p>4 Q Okay. And who was treated differently than 5 you?</p> <p>6 A I don't know if they were treated 7 differently. I just know I was treated differently, 8 that in the past my deans met with me.</p> <p>9 Q And who were your deans?</p> <p>10 A The last dean, Sandria -- not the last. 11 The last dean, Brian Smith, met with me before the 12 second observation, and Sandria Rodriguez always met 13 with me before the second observation as well.</p> <p>14 Q Okay. So you -- your prior practice with 15 other deans at College of Lake County was that you 16 would get more immediate feedback after their 17 observations of your teaching. Is that right?</p> <p>18 A Yes, that I got feedback before the second 19 observation.</p> <p>20 Q Okay. But Dr. Kartje had a different 21 practice, and she provided the feedback after the 22 second observation. Is that correct?</p> <p>23 A I don't know that she did that for 24 everybody.</p>	<p style="text-align: right;">85</p> <p>1 Q Dr. Kartje never gave you her impression of 2 your teaching abilities?</p> <p>3 A No. I found that information in my 4 personnel file.</p> <p>5 Q Okay. And when you say you found it in 6 your personnel file --</p> <p>7 (Easton Group Exhibit 9 marked.) 8 (Off-the-record discussion.)</p> <p>9 BY MS. THORPE:</p> <p>10 Q All right. Ms. Easton, I'm showing you and 11 your counsel what's been marked as Group Exhibit 9. 12 They are two evaluations by Dr. Kartje of your 13 classroom teaching, one dated October 19th, 2004, one 14 dated November 23, 2004.</p> <p>15 Are these the observations that you said 16 that you found in your personnel file?</p> <p>17 A Yes.</p> <p>18 Q Would you agree that these are very 19 complimentary reviews of your teaching style?</p> <p>20 A Yes.</p> <p>21 Q Did you ever go to Dr. Kartje and say to 22 her, "Please give me some feedback on my teaching"?</p> <p>23 A I went to the office requesting it, yeah.</p> <p>24 Q Did you ever --</p>

<p style="text-align: right;">90</p> <p>1 missed the entire week but was not docked.</p> <p>2 Q And you specifically said this person was</p> <p>3 not disabled?</p> <p>4 A I'm not -- I don't remember if I said</p> <p>5 non-disabled, but I said white.</p> <p>6 Q Okay. I'd like you to try to get your best</p> <p>7 recollection. Aside from saying that you thought</p> <p>8 that Dr. Kartje was singling you out and treating you</p> <p>9 differently, what, if anything, did you say with</p> <p>10 respect to anything that could be interpreted as</p> <p>11 race, national origin, or disability?</p> <p>12 A I said that she said I did not fit in and</p> <p>13 that my students, who were African-American and</p> <p>14 Latino and Asian and often suffered from some kind of</p> <p>15 learning disability, did not need a full-time</p> <p>16 instructor -- I did say that -- and that I should not</p> <p>17 get tenured. I did talk about that. So --</p> <p>18 Q Okay. But in terms of white/black, Puerto</p> <p>19 Rican versus some other nationality, multiple</p> <p>20 sclerosis versus some other alleged disability, what,</p> <p>21 if anything, did you say in that November meeting</p> <p>22 along those lines? Or did you not?</p> <p>23 A Well, I spoke of developmental students,</p> <p>24 who are predominant minority students who suffer from</p>	<p style="text-align: right;">92</p> <p>1 other than Dr. Kartje that you believed was</p> <p>2 discriminatory or harassing or retaliatory?</p> <p>3 A No.</p> <p>4 Q Okay. And as I understand your complaint</p> <p>5 allegations, you claim that whatever discrimination</p> <p>6 or harassment or retaliation that you suffered</p> <p>7 occurred between August of 2004 and July of 2006. Is</p> <p>8 that correct?</p> <p>9 A No, that isn't correct. When I returned</p> <p>10 from my medical leave, I believe that there are</p> <p>11 things that occur that are discriminatory towards me.</p> <p>12 Q All right. We'll get to those later.</p> <p>13 A Okay. And that was in 2007, so ...</p> <p>14 Q All right. They didn't start earlier than</p> <p>15 August of 2004 -- is that correct? -- the alleged</p> <p>16 discrimination and so forth.</p> <p>17 A No, no. That was the first time that</p> <p>18 she -- I was under the impression she was our dean.</p> <p>19 Q How was that announcement made, by the way,</p> <p>20 or was there an announcement that Dr. Kartje was now</p> <p>21 the dean?</p> <p>22 A I don't recall.</p> <p>23 Q Had she been at the college before she was</p> <p>24 dean?</p>
<p style="text-align: right;">91</p> <p>1 disabilities.</p> <p>2 Q Okay. So your concern one -- strike that.</p> <p>3 What I want to focus on is not your</p> <p>4 students, but you.</p> <p>5 A Mm-hmm.</p> <p>6 Q When you said, you know, "She's singling me</p> <p>7 out," what, if anything, did you say with respect to</p> <p>8 any characteristic that pertained to you</p> <p>9 personally -- your race, your sex, your gender, your</p> <p>10 sexual orientation, anything regarding you</p> <p>11 personally -- regarding the way you think that you</p> <p>12 were being treated by Dr. Kartje?</p> <p>13 A She said that I did not fit in and that I</p> <p>14 was the type of teacher who did not get tenured.</p> <p>15 Q Okay.</p> <p>16 A And I asked her what type that was. And</p> <p>17 she said that I didn't fit within the CLC community</p> <p>18 and that my students, the people who I taught, did</p> <p>19 not need a full-time instructor.</p> <p>20 Q Anything else?</p> <p>21 A No.</p> <p>22 Q In 2005 -- well, let's just do it this way.</p> <p>23 When was the next incident or -- well, let me back</p> <p>24 up. Was there anything that anybody said or did</p>	<p style="text-align: right;">93</p> <p>1 A I assume so in that I was under the</p> <p>2 impression she had been an administrative assistant</p> <p>3 to the president.</p> <p>4 Q Had you had any interactions with</p> <p>5 Dr. Kartje before the alleged docking incident in</p> <p>6 August of 2004?</p> <p>7 A Never. I sat in her -- the -- what is</p> <p>8 that? I don't remember the name. But she was there,</p> <p>9 and all the faculty were there interviewing her for</p> <p>10 the position. I sat there. That was the first time</p> <p>11 I had seen her that I could remember.</p> <p>12 Q You were present when Dr. Kartje was being</p> <p>13 interviewed for a position at the school?</p> <p>14 A Yes.</p> <p>15 Q Did you say anything?</p> <p>16 A I -- I don't remember saying anything. I</p> <p>17 remember laughing, and I remember being spoken of to</p> <p>18 her.</p> <p>19 Q What did you laugh about?</p> <p>20 A Well, Brian Smith stood up, and he put his</p> <p>21 hand on my back. And he said, "And what are you</p> <p>22 going to do for our new faculty who want to try new</p> <p>23 things?" And I giggled because I was -- I was one of</p> <p>24 those new faculty who wanted to try new things.</p>