

EXHIBIT 2

PART 2

<p style="text-align: right;">98</p> <p>1 Q Just for the record -- wait, wait, wait. 2 For the record, you're pointing only to the first 3 page of this group exhibit, correct? When you say 4 she didn't discuss "this" with me -- 5 A Yes. 6 Q -- you mean the one that's dated at the 7 bottom October 19 -- 8 A Yes. 9 Q -- 2004? 10 A Yes. 11 Q Okay. The second one, the one that's dated 12 November 23, 2004, Dr. Kartje discussed with you? 13 A Yes. 14 Q And that she discussed with you with Juan 15 Carlos Domecq in her office. Is that correct? 16 A Domecq. 17 Q Domecq. 18 A D-O-M-E-C-Q. Yes. 19 Q Okay. So you did have a conversation with 20 Dr. Kartje about her observations of your teaching? 21 A Of the second observation. Yes, I did. 22 Q Now, when you had that second -- strike 23 that. 24 When you had the meeting with Dr. Kartje</p>	<p style="text-align: right;">100</p> <p>1 Q Looking at this memo of her class 2 observation, would you agree that this is a very 3 positive evaluation? 4 A Yes. 5 Q All right. So this occurred in 2004, 6 correct? 7 A Mm-hmm, yes. 8 Q And this was a positive event, correct? 9 A Yes. 10 Q So what I'm trying to find out is what 11 negative happened as we're going now into 2005. 12 A Okay. Well, what happened shortly after 13 this, I believe in January of '05 -- I don't remember 14 exactly if it's January, but it's winter quarter of 15 2005 -- she calls a meeting with me. I don't know 16 what the meeting is in reference to; I don't know 17 what the meeting is about. And I'm uncomfortable 18 because I don't have enough time to arrange to have 19 somebody else there at the meeting, nor am I 20 comfortable bringing anybody else to the meeting with 21 me. 22 Q Okay. Let me interrupt you for a second. 23 I want to make sure we're on the same wavelength. 24 A Okay.</p>
<p style="text-align: right;">99</p> <p>1 about her observation, was it on or around 2 November 23rd, 2004? 3 A Yes. 4 Q And what did she tell you in that meeting 5 that you can recall? 6 A I think she -- I can recall her telling me 7 that I had a good classroom session. 8 Q Anything else that you recall her telling 9 you? 10 A No. 11 Q Did she give you the second page of this 12 exhibit to take a look at? 13 A I don't remember her giving me this, no. 14 And I don't remember taking a look at this during 15 that meeting, no. 16 Q Do you recall her discussing anything 17 that's written in this memo with you other than that 18 you had a good classroom session? 19 A I remember her talking about the American 20 dream. I remember A Raisin in the Sun. I remember 21 her talking about that class, I thought -- I think. 22 Q And what do you recall her saying about 23 that? 24 A I don't remember the details of that.</p>	<p style="text-align: right;">101</p> <p>1 Q Is this different from the meeting that was 2 called in the memo that was posted on your door, or 3 is this the same meeting we're talking about? 4 A This is a different meeting. 5 Q Okay. So sometime in early 2005. How were 6 you advised that there was a meeting that Dr. Kartje 7 called? Did you get a voice mail, an e-mail? How 8 were you notified? 9 A That there was a meeting? 10 Q Right. 11 A I don't remember. 12 Q Okay. And you were uncomfortable -- I'm 13 sorry -- why? Because you hadn't been given notice? 14 Why was it you were uncomfortable about this? 15 A I had no idea what the meeting was about. 16 Q Okay. 17 A And I was in a situation with Dr. Kartje at 18 this time where I felt like I was pulled into 19 meetings that I did not know what they were about and 20 that conversations would take place in the meetings 21 that I had no proof of and that she would deny. So I 22 was afraid to go into the meeting. I was 23 uncomfortable because previous meetings had been 24 quite upsetting to me when I went into them and I</p>

<p style="text-align: right;">102</p> <p>1 didn't know what we were meeting about.</p> <p>2 Q Okay. Now, the only meeting that you've</p> <p>3 testified to that you had previously with Dr. Kartje</p> <p>4 that you found upsetting was the one in October of</p> <p>5 2004 when she allegedly told you that you didn't fit</p> <p>6 in, and then you were -- you felt that she was not</p> <p>7 being honest in the November 2004 meeting when she</p> <p>8 said that she was -- that there was some</p> <p>9 miscommunication between the two of you, you had</p> <p>10 misconstrued what she had said, and you claim that</p> <p>11 she denied the issues that you brought up. Is that</p> <p>12 correct?</p> <p>13 A No. This would be the fourth meeting.</p> <p>14 There was a meeting on August 24th when I first met</p> <p>15 her, a meeting in October, and then there was a</p> <p>16 meeting in November. This would be a fourth meeting.</p> <p>17 Q Okay. Well, have we talked about all of</p> <p>18 the meetings?</p> <p>19 A The August 24th meeting you have in your</p> <p>20 information. I believe that we talked about it.</p> <p>21 That was the meeting where she docked my pay.</p> <p>22 Q Okay.</p> <p>23 A There was the October 19th meeting where</p> <p>24 she told me I did not fit into the CLC --</p>	<p style="text-align: right;">104</p> <p>1 Q Okay. Let me stop you one second. I have</p> <p>2 a memo of that meeting. It was in September of 2005.</p> <p>3 I want to -- I just want to confirm that there was</p> <p>4 nothing else that you thought was discriminatory,</p> <p>5 harassing, retaliatory, unfair, oppressive, anything</p> <p>6 like that between this last meeting that you talked</p> <p>7 about in 2004 with the memo taped to your door and</p> <p>8 the meeting when you came in with the tape recorder.</p> <p>9 A I can't think of anything else right now.</p> <p>10 Q All right. Fine.</p> <p>11 MS. THORPE: So before we get into a new</p> <p>12 area, let's take a break for lunch. Okay?</p> <p>13 (Lunch recess taken at</p> <p>14 12:30 p.m.)</p> <p>15 ///</p> <p>16 ///</p> <p>17 ///</p> <p>18 ///</p> <p>19 ///</p> <p>20 ///</p> <p>21 ///</p> <p>22 ///</p> <p>23 ///</p> <p>24 ///</p>
<p style="text-align: right;">103</p> <p>1 Q Right. We talked about that.</p> <p>2 A There was the November 3rd. We talked</p> <p>3 about that meeting.</p> <p>4 Q Right.</p> <p>5 A And this would be the fourth meeting then.</p> <p>6 Q Okay. All right.</p> <p>7 So what happened when you were advised that</p> <p>8 Dr. Kartje wanted to talk with you at this time in</p> <p>9 2005?</p> <p>10 A I sat down and I tried to think about what</p> <p>11 she could possibly be wanting to talk to me about. I</p> <p>12 thought about what I would need to bring with me to</p> <p>13 the meeting. How could I prepare myself for the</p> <p>14 meeting? And when I drew no conclusions -- because</p> <p>15 this was the last evaluation I got.</p> <p>16 And when I could draw no conclusions -- and</p> <p>17 I couldn't bring anybody with me, one, because it was</p> <p>18 a rushed meeting; and, two, because I had brought</p> <p>19 Juan Carlos Domecq to the last meeting, which was --</p> <p>20 becomes a very unpleasant experience for him, I</p> <p>21 didn't want to bring anybody else to any more</p> <p>22 meetings. So I brought a tape recorder. And I</p> <p>23 walked into the meeting, and I announced that I had a</p> <p>24 tape recorder.</p>	<p style="text-align: right;">105</p> <p>1 AFTERNOON SESSION</p> <p>2 (1:17 p.m.)</p> <p>3 MS. THORPE: All right. Back on the</p> <p>4 record.</p> <p>5 MARLAINA EASTON,</p> <p>6 called as a witness herein, having been previously</p> <p>7 duly sworn and having testified, was examined and</p> <p>8 testified further as follows:</p> <p>9 EXAMINATION (Resumed)</p> <p>10 BY MS. THORPE:</p> <p>11 Q Ms. Easton, before we move into new</p> <p>12 territory, there are a couple of little follow-up</p> <p>13 questions I want to ask you about your testimony this</p> <p>14 morning.</p> <p>15 A Okay.</p> <p>16 Q First of all, with respect to Exhibit 8,</p> <p>17 which was the memo, the text of which was taped to</p> <p>18 your door --</p> <p>19 A Yes.</p> <p>20 Q -- do you know whether Dr. Kartje had made</p> <p>21 efforts to contact you before she taped the memo to</p> <p>22 the door?</p> <p>23 A No, I don't know.</p> <p>24 Q In connection with the meeting that you had</p>

<p style="text-align: right;">106</p> <p>1 with Dr. Kartje and Juan Carlos where your second -- 2 strike that. 3 In regard to your testimony earlier this 4 morning when you testified that you did have a 5 meeting with Dr. Kartje where she discussed the 6 second evaluation of your teaching and Juan Carlos 7 was present -- 8 A Right. 9 Q -- was there any issue about Juan Carlos 10 coming to that meeting with you? 11 A No. 12 Q All right. Before we broke for lunch, you 13 started to tell me that after the last issue, which 14 was the taping of the memo to the door, that the next 15 thing that happened to you that you consider to be 16 harassing or discriminatory or retaliatory was a 17 meeting that you had with Dr. Kartje and Tom 18 Heinrich -- H-E-I-N-R-I-C-H -- who was then the head 19 of human resources, in which you brought a tape 20 recorder. Is that accurate? 21 A Yes, I did say that. There were two 22 instances before that, but, yes, I did say that. 23 Q Okay. So now you're recalling two other 24 things that happened before then.</p>	<p style="text-align: right;">108</p> <p>1 looking through, none of these things look like they 2 were produced to me, unless they were produced in 3 some other format. 4 MR. GILDO: Well, they may well have been. 5 Let me respond to that. They may well have been, 6 although she did discover some documents, such as an 7 e-mail, that she may have not produced. I didn't 8 Bates-stamp them, so I don't have the answer. 9 But I will be happy to share with you all 10 of those documents which she has brought with her 11 today relative to conversations and e-mails. I think 12 you've gone into the things, and she has produced 13 some things that may not have been produced, but, 14 again, this is continuing discovery, and these are 15 things -- 16 MS. THORPE: Well -- 17 MR. GILDO: -- that I think she would 18 testify that she just came across if you asked her 19 that question. 20 MS. THORPE: The difficulty is that, you 21 know, I can't prepare for a deposition when I don't 22 have documents. And the fact that they're not 23 Bates-stamped makes it a little bit more difficult to 24 confirm what has and hasn't been produced. I'm not</p>
<p style="text-align: right;">107</p> <p>1 A Yes. 2 Q Why don't you tell me what those were. 3 A Okay. In January of '05 -- this is some 4 days before tenure -- she sends -- "she" meaning 5 Dr. Kartje -- sends out an e-mail to myself, along 6 with a number of other people from my tenure 7 committee. And she basically says, "We need to meet 8 about Marlaina's tenure review. Will anybody be 9 willing to come to this meeting with us?" 10 And that is unorthodox of a non-tenured 11 faculty member, that they have to meet with a dean 12 along with other people. And I felt like that made 13 me look like a problem. 14 Q I don't recall seeing that document. Do 15 you have an e-mail? 16 A Yes. 17 Q Okay. Would you give it to me, please, 18 now? 19 A I can remove this from my bag? 20 Q Yes, you can. 21 A Okay. Yes, I have the e-mail. 22 THE WITNESS: Do you have that in there? 23 BY MS. THORPE: 24 Q For the record, whatever it is that you're</p>	<p style="text-align: right;">109</p> <p>1 suggesting this was intentional; it just makes the 2 deposition more difficult. 3 MR. GILDO: You're absolutely right. 4 MS. THORPE: I would not have scheduled 5 this to take place now if I knew that there were 6 other documents that -- 7 MR. GILDO: And if I would have known there 8 were other documents, I wouldn't have -- I would have 9 submitted them to you, just as I did the one document 10 that she brought to my attention last week. But if 11 you -- and if you need time after the conclusion of 12 today's effort to schedule another deposition, I have 13 no objection. 14 MS. THORPE: Okay. 15 MR. GILDO: I don't want to catch you by 16 surprise -- 17 MS. THORPE: That's fair. That's fair. 18 MR. GILDO: -- or be unfair with you. 19 BY MS. THORPE: 20 Q Okay. What I would like to do then is I 21 would like to give -- as I say, you may have produced 22 these in another format, but the format that I'm 23 looking at now for this e-mail that you just talked 24 about, I have received no documents in this format.</p>

<p style="text-align: right;">110</p> <p>1 So what I would like to do then is give these all to 2 somebody to copy to make sure that I have them. 3 A Well, they'll remove the staples. 4 Q They'll remove the staples. 5 MR. GILDO: And they're chronological? 6 THE WITNESS: Yeah. So I'll just put this 7 back to the chronological. 8 BY MS. THORPE: 9 Q That's fine. And we'll -- 10 A And it is chronological. 11 Q Okay. And we'll move -- are there any 12 other documents that you have with you -- let's get 13 this all out now -- that have not been produced? 14 A Not -- 15 MR. GILDO: Well, I'm going to do something 16 that I probably should consider attorney-client work 17 product, but I asked her to go through and do an 18 outline for me of each and every event -- and they're 19 pretty much in the order in which you were asking the 20 questions -- where in her own words she recited her 21 recollection of events. 22 I think we've disclosed these events, but 23 they may be in more detail or from a different 24 perspective. I would be happy to give that outline</p>	<p style="text-align: right;">112</p> <p>1 Q All right. I'm having the documents you 2 handed to me copied. In the interim, without looking 3 at the documents since I assume you refreshed your 4 recollection over lunch, tell me again. In January 5 of 2005, there was an e-mail that Jean Kartje sent to 6 others saying what? 7 A Telling them she was having a meeting with 8 me regarding tenure and asking somebody else to join 9 the meeting. 10 Q And who was the somebody else who was being 11 asked? 12 A These were people on my tenure committee. 13 Q And why did you think it was unorthodox for 14 her to do this? 15 A Because I felt as though it presented me as 16 a problem, that as a faculty member, she would need 17 to meet with me along with other people besides just 18 me. I don't think that that was orthodox and done 19 often. 20 Q Okay. Do you have any -- do you know what 21 the typical tenure process was in and around January 22 of 2005 -- 23 A No. 24 Q -- at the College of Lake County?</p>
<p style="text-align: right;">111</p> <p>1 to you and let you copy that, and I would suggest 2 that maybe working from that outline will save a ton 3 of time. 4 MS. THORPE: Well, I'm happy to have the 5 document, but what I want is Ms. Easton's testimony. 6 I don't want documents, you know. So -- 7 MR. GILDO: Absolutely. But to the extent 8 that they may refresh her recollection. I'm going to 9 redirect her on some of these issues anyway. 10 MS. THORPE: That's fine, and you can do 11 that. I mean, you obviously have a right to do that. 12 It's just -- you know, I just -- 13 MR. GILDO: Whatever helps. 14 MS. THORPE: All right. Let me have these 15 copied. If you want to give me the outline, fine. 16 If you don't because you're claiming a privilege on 17 it, that's fine too. But let me just step out and 18 have these copied now. And -- let me just have these 19 copied now. 20 MR. GILDO: Okay. 21 MS. THORPE: We're off the record for a 22 minute. 23 (Brief interruption.) 24 BY MS. THORPE:</p>	<p style="text-align: right;">113</p> <p>1 A No. 2 Q And in any event, Dr. Kartje supported you 3 for tenure, did she not? 4 A Yes. 5 Q Okay. And you previously -- 6 A In writing, yes. 7 Q Right. 8 A On paper she supported me. 9 Q Okay. And you previously testified that 10 without Dr. Kartje's support, you would not have 11 received tenure. Is that correct? 12 MR. GILDO: Objection. I don't think she 13 said that. But if you ask her that question, she'll 14 answer. 15 BY MS. THORPE: 16 Q Did you previously testify that you would 17 not have received tenure without her support? 18 A No, you asked me if she was fundamental or 19 instrumental in me receiving tenure, and I said yes. 20 If she had not given me her support, I think she 21 would have had a problem. 22 Q Well, no. That -- 23 MS. THORPE: Would you read the question 24 back, please?</p>

<p style="text-align: right;">114</p> <p>1 (Record read.)</p> <p>2 MS. THORPE: And what was her answer?</p> <p>3 (Record read.)</p> <p>4 BY MS. THORPE:</p> <p>5 Q Would you have received -- do you know</p> <p>6 whether you could have received tenure at College of</p> <p>7 Lake County without the support of your dean?</p> <p>8 A No, I do not know that.</p> <p>9 Q Now, there was one other incident other</p> <p>10 than this e-mail in January of 2005 regarding a</p> <p>11 meeting to discuss your tenure that you claim was</p> <p>12 discriminatory or harassing. What was that?</p> <p>13 A Are you referring to this one in January</p> <p>14 that I just started talking about with her inviting</p> <p>15 the other members of my tenure committee?</p> <p>16 Q Was there something else that was</p> <p>17 discriminatory in that?</p> <p>18 A Yeah.</p> <p>19 Q Okay. Then what else?</p> <p>20 A There -- in March -- I believe it was</p> <p>21 March -- definitely the winter of --</p> <p>22 Q Now, wait. So we're done with January of</p> <p>23 '05? Are we talking about March now?</p> <p>24 A Yes.</p>	<p style="text-align: right;">116</p> <p>1 and I don't think that that was typical to make the</p> <p>2 faculty member feel uncomfortable in meetings.</p> <p>3 Q Do you have any knowledge of how the tenure</p> <p>4 process worked for anybody at College of Lake County</p> <p>5 other than for yourself?</p> <p>6 A No.</p> <p>7 Q Okay. Now, you started to tell me about --</p> <p>8 that's everything about the January incident, right?</p> <p>9 A Yes.</p> <p>10 Q Okay. Now March.</p> <p>11 A Okay. Come the period of winter of 2005,</p> <p>12 what starts to happen in that situation is I feel as</p> <p>13 though I'm being checked up on often and that I have</p> <p>14 to confirm often where I am for my office hours or</p> <p>15 for class.</p> <p>16 And what happens in March of '05 is I am in</p> <p>17 class with my 121 students. I'm meeting with</p> <p>18 individuals; I'm having conferences. And it's a</p> <p>19 large class, 20-something students. And as I meet</p> <p>20 with one student, the rest have chosen to go to the</p> <p>21 library to look up sources. They've chosen to do</p> <p>22 that, but I am in class and I am working with</p> <p>23 individual students.</p> <p>24 What ends up happening is that I have to</p>
<p style="text-align: right;">115</p> <p>1 Q Okay. So I just want to make sure --</p> <p>2 A No, it's okay. Yes.</p> <p>3 Q -- because you started to go off on</p> <p>4 January.</p> <p>5 A Yes.</p> <p>6 Q So -- and what was it that -- it was -- why</p> <p>7 did you think that the e-mail that Dr. Kartje had</p> <p>8 sent was discriminatory? Do you mean discriminatory</p> <p>9 singling you out, or you mean discriminatory based on</p> <p>10 your race or national origin or disability?</p> <p>11 A At this point discriminatory singling me</p> <p>12 out.</p> <p>13 Q Okay. All right. And the reason that you</p> <p>14 thought that this was singling you out was because</p> <p>15 you believed that this was not the traditional manner</p> <p>16 in which the tenure discussions were held. Is that</p> <p>17 right?</p> <p>18 A Yes, I believe that it was not typical to</p> <p>19 invite the entire tenure committee or people from it</p> <p>20 in order to have a conversation with a faculty member</p> <p>21 about tenure.</p> <p>22 Q Okay. And what are you basing that on,</p> <p>23 your belief that this was not orthodox?</p> <p>24 A That I felt that that was uncomfortable,</p>	<p style="text-align: right;">117</p> <p>1 confirm for Dr. Kartje that I was actually in class</p> <p>2 at that time because I get a series of e-mails from</p> <p>3 her that are asking, "What is this about? Where are</p> <p>4 you, and how come your class members were in the</p> <p>5 library, but you were not?" Well, I wasn't in the</p> <p>6 library because I was in class with my students.</p> <p>7 So that -- my point is, me bringing that</p> <p>8 up, is that that begins something of me having to</p> <p>9 check in regularly with her of being actually in</p> <p>10 class, fulfilling my duties as a faculty member at</p> <p>11 CLC.</p> <p>12 Q Other than this one occasion in March of</p> <p>13 2005 when Dr. Kartje allegedly asked you where you</p> <p>14 were because your class was in the library, was there</p> <p>15 any other occasion she asked you to account for your</p> <p>16 presence in the classroom?</p> <p>17 A That became to me something regular where I</p> <p>18 felt like she was often asking me where I was,</p> <p>19 whether I was in class, was I present for my office,</p> <p>20 hours, or simply assuming that I was not all of the</p> <p>21 time.</p> <p>22 Q Okay. When was the next incident where</p> <p>23 Dr. Kartje questioned you about whether you were in</p> <p>24 class or in office?</p>

<p style="text-align: right;">122</p> <p>1 A Yes.</p> <p>2 Q -- this started to occur.</p> <p>3 A Yes, mm-hmm.</p> <p>4 Q After March of -- and the first time you</p> <p>5 said -- with -- actually, you said the first time</p> <p>6 happened in January --</p> <p>7 A Mm-hmm.</p> <p>8 Q -- before you were tenured --</p> <p>9 A Mm-hmm.</p> <p>10 Q -- when your office mate, Rita Eastburg,</p> <p>11 mentioned something to you about a concern that</p> <p>12 Dr. Kartje had about your not being in your office.</p> <p>13 A Right.</p> <p>14 Q Assuming Dr. Kartje did say that, you were</p> <p>15 tenured, correct?</p> <p>16 A Yes.</p> <p>17 Q Okay. Any subsequent conversations that</p> <p>18 you had with Dr. Kartje about your not being in your</p> <p>19 office when you were supposed to be or not being in</p> <p>20 the classroom when you were supposed to be? Were you</p> <p>21 given a written disciplinary note as a result of any</p> <p>22 of these alleged instances?</p> <p>23 A Yes. Yes, I was. Okay. So after the Tom</p> <p>24 Heinrich meeting that's in September where I'm tape</p>	<p style="text-align: right;">124</p> <p>1 that's June of 2006, but I can go back. It was just</p> <p>2 based on the question that you asked me.</p> <p>3 Q All right. Let me ask it this way.</p> <p>4 A Okay.</p> <p>5 Q From the time that someone first brought to</p> <p>6 your attention that Dr. Kartje allegedly had a</p> <p>7 concern about your either not being in a classroom</p> <p>8 when you were supposed to be -- I'm not talking about</p> <p>9 absent; I'm talking about not being in a classroom</p> <p>10 during scheduled hours when you did not have an</p> <p>11 excused absence and -- or not being in your office</p> <p>12 during posted hours. In the year 2005, were you</p> <p>13 disciplined as a result?</p> <p>14 A Yes, in that in September of 2005 --</p> <p>15 September 23rd of 2005 specifically -- this is the</p> <p>16 first time she puts in writing, that she sends it to</p> <p>17 Dr. Pollard, who is the vice president, and Tom</p> <p>18 Heinrich, who is the head of human resources. This</p> <p>19 is the first time that she sends to them that I will</p> <p>20 not be allowed to teach summer English 108.</p> <p>21 Q I want to break off the not teaching in the</p> <p>22 summer of 2006.</p> <p>23 A Yes.</p> <p>24 Q Okay? That aside, did you have any</p>
<p style="text-align: right;">123</p> <p>1 recording the thing in terms of her talking about why</p> <p>2 do I have an attendance policy if I have MS and I am</p> <p>3 absent sometimes, after that, what ends up happening</p> <p>4 is she in June removes my ability to teach online.</p> <p>5 Q In June when?</p> <p>6 A Of 2006.</p> <p>7 Q Okay. Now, wait a second. We're</p> <p>8 talking -- you skipped from March of '05 to a meeting</p> <p>9 in September of '05, and now we're talking --</p> <p>10 A I only skipped because you asked me when</p> <p>11 was my pay or when was something taken from me --</p> <p>12 Q Okay.</p> <p>13 A -- and it was taken from me in June of '06.</p> <p>14 Q Okay.</p> <p>15 A That was the first time that something was</p> <p>16 taken from me because of my delinquent -- not being</p> <p>17 where I should be.</p> <p>18 Q Well, was that because of your not being</p> <p>19 where you should be, or is that because of absences</p> <p>20 you had the prior summer where you missed in-class</p> <p>21 teaching time because you were not there?</p> <p>22 A Oh, I'm sorry. I equated that with the</p> <p>23 same, not being where I should be as absent or</p> <p>24 inflated absences or something like that. Yeah,</p>	<p style="text-align: right;">125</p> <p>1 discipline in 2005 as a result of your allegedly not</p> <p>2 being in the classroom when you were supposed to be</p> <p>3 or in your office when you were supposed to be?</p> <p>4 A Outside of my classes being taken from me.</p> <p>5 Q That didn't happen until 2006.</p> <p>6 MR. GILDO: I'm going to object. I think</p> <p>7 you're arguing with the witness. She considers a</p> <p>8 later consequence which was based upon these earlier</p> <p>9 events as discipline, and you asked her if she's ever</p> <p>10 been disciplined.</p> <p>11 MS. THORPE: I said in 2005.</p> <p>12 MR. GILDO: Well, the conduct occurred --</p> <p>13 or the allegation --</p> <p>14 MS. THORPE: But the discipline, the</p> <p>15 alleged not letting her teach, that happened in 2006.</p> <p>16 MR. GILDO: Sure.</p> <p>17 THE WITNESS: Yeah, but it's -- I'm sorry.</p> <p>18 MS. THORPE: I understand that you say --</p> <p>19 MR. GILDO: I don't think she's said</p> <p>20 anything wrong.</p> <p>21 MS. THORPE: Well, she's not answering my</p> <p>22 question, and that's a problem.</p> <p>23 MR. GILDO: Well, and again, my problem is</p> <p>24 this. If you want to read back the question, it</p>

<p style="text-align: right;">138</p> <p>1 understand what you're saying. The first time you 2 tell anybody, "Dr. Kartje is checking on me to see if 3 I'm in my office or if I'm in the classroom," was in 4 the meeting that you had in September with Dr. Kartje 5 and with Tom Heinrich?</p> <p>6 A No.</p> <p>7 Q It was in the meeting you had after that 8 with Rick Soller?</p> <p>9 A No. You have it in your notes.</p> <p>10 Q Wait, wait.</p> <p>11 A Sorry.</p> <p>12 MR. GILDO: Let me --</p> <p>13 BY MS. THORPE:</p> <p>14 Q I don't want the notes.</p> <p>15 A No, that's okay.</p> <p>16 MR. GILDO: First of all, are you talking 17 about 2006?</p> <p>18 MS. THORPE: I'm -- we're talking 2005.</p> <p>19 MR. GILDO: You keep referring to 20 September.</p> <p>21 MS. THORPE: There's a memo in 2005 of 22 September. That's what we keep referring to.</p> <p>23 THE WITNESS: Yeah.</p> <p>24 BY MS. THORPE:</p>	<p style="text-align: right;">140</p> <p>1 Q Okay. And how did you communicate that? 2 Was it in writing? Was it verbally?</p> <p>3 A It was through an e-mail.</p> <p>4 Q And what did this e-mail say?</p> <p>5 A The e-mail said that -- it put in writing 6 the things that I found unfair that she was doing or 7 discriminatory that she was doing, and one of them 8 was constantly checking up on me and figuring out -- 9 trying to figure out where I am and making me feel as 10 though I am not where I should be, along with 11 mandating meetings and so on and so forth.</p> <p>12 Q I'll get to the multiple meetings later. I 13 want to stay on topic.</p> <p>14 A That's fine.</p> <p>15 Q Okay. I don't have that memo. Do you have 16 that memo?</p> <p>17 A Yeah, I gave it to you in the pile of 18 papers that she was copying -- which you're going to 19 give me back, right? Or have you given those back?</p> <p>20 Q No. I'm going to give it back to you.</p> <p>21 A Okay. I figured so much. But I could find 22 it if I had those.</p> <p>23 Q Okay. I'm going to give it to you in one 24 second. Okay?</p>
<p style="text-align: right;">139</p> <p>1 Q But what I want to try to find out is: 2 When was the first time you complained to somebody?</p> <p>3 A Got it. It was in the winter of 2005. I 4 went to -- I wrote an e-mail to Dr. DeRionne Pollard 5 and cc'd it to Tom Heinrich and cc'd it to Dr. Kartje 6 about that me feeling harassed and me asking her 7 three things to do for me, and one of them was to 8 stop harassing me and calling me to multiple meetings 9 where I don't know what's going on or --</p> <p>10 Q Well, wait a second.</p> <p>11 A -- checking up on me. Yeah.</p> <p>12 Q Multiple meetings is not the same thing as 13 saying you're not in your class.</p> <p>14 A Yes.</p> <p>15 Q I want to find out -- let's stay on topic.</p> <p>16 A Okay.</p> <p>17 Q We're talking about alleged comments by 18 Dr. Kartje: You're not in your classroom; you're not 19 in your office. When was the first time you 20 complained to somebody about that?</p> <p>21 A Winter of 2005.</p> <p>22 Q Okay. And who did you complain to?</p> <p>23 A Dr. DeRionne Pollard, Tom Heinrich, and 24 Dr. Kartje.</p>	<p style="text-align: right;">141</p> <p>1 MS. THORPE: Okay. Here. Let the record 2 reflect I'm returning all of Ms. Easton's memos to 3 her.</p> <p>4 BY MS. THORPE:</p> <p>5 Q And why don't you find the one that you say 6 you sent in January of '05 where one of your topics 7 was that Dr. Kartje was checking up on you.</p> <p>8 A Okay.</p> <p>9 Okay. You have this now? You have these 10 now?</p> <p>11 Q Yeah. Which --</p> <p>12 A Okay. So I can read it out loud to you.</p> <p>13 Q Well, I want to know, what's the date on 14 the memo? Which one are you looking at?</p> <p>15 A Yeah. It's an e-mail, and it's sent on 16 9/26 of 2005.</p> <p>17 Q Okay. So let's stop right there.</p> <p>18 A Yes.</p> <p>19 Q You originally said that in January of 20 2005, you sent a memo. So the memo you're referring 21 to is September of '05. Is that correct?</p> <p>22 A Yes, three months before, yes.</p> <p>23 Q Okay. Wait, wait, wait. Before you get to 24 the memo.</p>

<p style="text-align: right;">150</p> <p>1 thing for a dean who has been told that within the 2 period of a couple of weeks at the beginning of a 3 semester that a two-hour-and-45-minute class had not 4 been held for the full time three times -- once for 5 an hour, once for an hour and a half, and once for 6 40 minutes. Would you think a dean should at least 7 ask the teacher, "This is what I'm hearing. Please 8 tell me what's going on in this class"? Would that 9 be appropriate? 10 A I think it would be appropriate, yeah. 11 Q Okay. Okay. Other than this Exhibit 10, 12 is there any other document in which you complained 13 to somebody that Dr. Kartje was allegedly singling 14 you out because you hadn't been in class or in your 15 office when you were supposed to be? 16 A Outside of the September 23rd document -- 17 Q Correct. 18 A -- that she sends to DeRionne and the head 19 of human resources? 20 Q Correct. 21 A No. 22 Q Okay. Have we covered everything that is 23 discriminatory, harassing, retaliatory up until 24 September of 2005?</p>	<p style="text-align: right;">152</p> <p>1 Q Okay. That's fine. 2 MS. THORPE: Now, let's mark this 3 Exhibit 12. 4 (Easton Exhibit 12 marked.) 5 BY MS. THORPE: 6 Q Ms. Easton, I'm showing you and your 7 attorney a document. It's a memo to you from 8 Dr. Kartje regarding "Summary of Meeting of 9 September 20, 2005." Have you seen this document 10 before? 11 A I have. 12 Q Okay. Now, a little earlier you mentioned 13 something about Dr. Kartje sending a document to 14 DeRionne Pollard and Tom Heinrich. Is this the memo 15 that you're referring to? 16 A Yes. 17 Q And it shows on the second page that they 18 were copied. Is that correct? 19 A Yes. 20 Q This memo recounts a meeting between you 21 and Tom Heinrich and Dr. Kartje that took place on 22 September 20th, 2005. Is that correct? 23 A Yes. 24 Q Okay. Why, if you know, was this meeting</p>
<p style="text-align: right;">151</p> <p>1 A Yes. 2 Q Okay. All right. Let's talk about the 3 meeting in September of 2005. 4 A Which meeting are you referring to? 5 Q Okay. I'm going to tell you in a second. 6 I'm going to give you a document. 7 A Okay. Thank you. 8 Q Oh. Before we do that, let me just -- 9 MS. THORPE: 11? 11. 10 (Easton Exhibit 11 marked.) 11 BY MS. THORPE: 12 Q Ms. Easton, I'm showing you and your 13 attorney a document, Column Movement Request Form. 14 August 25, '04, it says at the top. At the bottom 15 it's dated October 26, 2004. I don't know if you've 16 seen this document before, so I don't know -- well, 17 let me ask this. Have you seen this document before? 18 A I don't -- I'm not aware that I have. 19 Q Okay. Do you know -- and you may not. Do 20 you know whether this is the document that 21 retroactively granted you the tuition reimbursement 22 and column movement that you were complaining about 23 in November of 2004? 24 A I don't know.</p>	<p style="text-align: right;">153</p> <p>1 called, the September 20th meeting? 2 A I did not know why it was called. 3 Q You did not ask that it be called? 4 A No. 5 Q Okay. In the first paragraph, Dr. Kartje 6 states that she was surprised that you carried a tape 7 recorder into the office, insisting that you tape the 8 conversation in order to feel safe. Did you take a 9 tape recorder to that meeting? 10 A Yes, I did. 11 Q Had you ever taped a meeting with any of 12 your colleagues or supervisors at College of Lake 13 County before? 14 A Never. 15 Q Did somebody suggest to you that you should 16 bring a tape recorder? 17 A No, they suggested that I bring a human 18 being. 19 Q Okay. And who suggested that? 20 A The union: Rick Soller, Brian Smith. 21 Q And did you attempt to attempt to bring a 22 human being instead of a tape recorder? 23 A To this meeting? 24 Q Correct.</p>

<p style="text-align: right;">154</p> <p>1 A No, I didn't have -- this was called at the</p> <p>2 last minute, and I didn't have anybody to bring with</p> <p>3 me to this.</p> <p>4 Q Did you keep a tape recorder in your</p> <p>5 office?</p> <p>6 A No. No, I did not.</p> <p>7 Q So how far in advance of the meeting -- you</p> <p>8 had to know about it in advance to have a tape</p> <p>9 recorder.</p> <p>10 A I knew about it the evening before.</p> <p>11 Q And how was that communicated to you?</p> <p>12 A I can't remember.</p> <p>13 Q So the night before -- well, was it</p> <p>14 communicated to you before you left school?</p> <p>15 A The day before, are you asking me?</p> <p>16 Q Right. Well, you said the night. I'm</p> <p>17 trying to --</p> <p>18 A I don't remember. I don't recall.</p> <p>19 Q Okay. All right.</p> <p>20 A I remember looking for a tape recorder the</p> <p>21 night before.</p> <p>22 Q And you don't recall whether this was in</p> <p>23 writing or by -- from a telephone call or something;</p> <p>24 you were just notified that Dr. Kartje wanted to meet</p>	<p style="text-align: right;">156</p> <p>1 A Never. That I know of, no.</p> <p>2 Q Did you have any reason to believe that he</p> <p>3 would not be a fair neutral in your -- so to speak,</p> <p>4 in your meeting with Dr. Kartje?</p> <p>5 A Yes.</p> <p>6 Q And what was that?</p> <p>7 A I had already contacted him on multiple</p> <p>8 occasions of her singling me out or making me</p> <p>9 uncomfortable or making me nervous or scared or</p> <p>10 frightened, and nobody came forward to help me.</p> <p>11 Q I thought you said just two minutes ago</p> <p>12 that you never had any dealings with Tom Heinrich</p> <p>13 before this meeting of September of '05.</p> <p>14 A I had dealings with Dr. Pollard.</p> <p>15 Q No, I'm talking about Mr. Heinrich.</p> <p>16 A Okay.</p> <p>17 Q Had you dealt with Mr. Heinrich --</p> <p>18 A No.</p> <p>19 Q -- before September of '05?</p> <p>20 A No.</p> <p>21 Q So when you said you already told him about</p> <p>22 issues with Dr. Kartje --</p> <p>23 A Yes.</p> <p>24 Q -- that's not correct?</p>
<p style="text-align: right;">155</p> <p>1 with you.</p> <p>2 A Right. I do not remember.</p> <p>3 Q So you brought the tape recorder in, and</p> <p>4 Dr. Kartje was opposed to your having the tape</p> <p>5 recorder. Is that correct?</p> <p>6 A Yes.</p> <p>7 Q And she says in here that she agreed to</p> <p>8 have a third party present. Did she do that? Did</p> <p>9 she agree to have a third party present?</p> <p>10 A She invited Tom Heinrich.</p> <p>11 Q Was that acceptable to you?</p> <p>12 A At that point, yeah.</p> <p>13 Q Okay. That's fine. So then the meeting,</p> <p>14 instead of just being you and Dr. Kartje, it was you</p> <p>15 and Dr. Kartje and Tom Heinrich.</p> <p>16 A Right.</p> <p>17 Q And Mr. Heinrich was the director of human</p> <p>18 resources?</p> <p>19 A Yes.</p> <p>20 Q And you felt comfortable in his presence?</p> <p>21 A I did not know him, so no. The answer to</p> <p>22 that is no.</p> <p>23 Q Had you had any dealings with Tom Heinrich</p> <p>24 before September of 2005?</p>	<p style="text-align: right;">157</p> <p>1 A Sorry.</p> <p>2 Q Okay. I just want to make sure we're clear</p> <p>3 here.</p> <p>4 A Okay.</p> <p>5 Q So you had no interactions --</p> <p>6 A No.</p> <p>7 Q -- with Mr. Heinrich about Dr. Kartje or</p> <p>8 anybody --</p> <p>9 A Yes.</p> <p>10 Q -- before September of '05.</p> <p>11 A No.</p> <p>12 Q Okay. And so you had no reason to believe,</p> <p>13 did you, that he would not be a fair, neutral person</p> <p>14 to sit in on this meeting. Is that correct?</p> <p>15 A No. If Dr. Kartje called him to invite him</p> <p>16 to this meeting and she felt very comfortable with</p> <p>17 him being there, I would vicariously feel</p> <p>18 uncomfortable with him being there --</p> <p>19 Q Okay.</p> <p>20 A -- as I had seen her do so many unfair</p> <p>21 things to me so far.</p> <p>22 Q Had you told Dr. Kartje on September 20th</p> <p>23 that you objected to Mr. Heinrich's presence?</p> <p>24 A No.</p>

<p style="text-align: right;">158</p> <p>1 Q Did you indicate in any fashion to 2 Dr. Kartje before you sat down to discuss the 3 substance of the meeting on September 20th that you 4 did not feel comfortable with Mr. Heinrich in the 5 room? 6 A No, I did not specifically point to him for 7 being uncomfortable, but I specifically pointed to 8 being very uncomfortable. 9 Q You told Dr. Kartje that you were 10 uncomfortable? 11 A I told her that I felt frightened, that I 12 felt nervous, that I felt scared, and I didn't 13 understand why we were meeting with each other. 14 Absolutely. 15 Q Okay. And after you said that, that was -- 16 was that in the context of "Why do you have a tape 17 recorder?" 18 A Yes. 19 Q And then she said, "Why don't we invite 20 somebody else in?" 21 A No, she picked up her phone and called Tom 22 Heinrich. 23 Q Did she tell you before she picked up her 24 phone that she thought that Tom Heinrich might be a</p>	<p style="text-align: right;">160</p> <p>1 A No, I did not. 2 Q And you did not tell Dr. Kartje that you 3 did not feel comfortable having Dr. -- strike that. 4 You did not tell Dr. Kartje that you did 5 not feel comfortable having Tom Heinrich present. Is 6 that correct? 7 A I told her specifically that I was 8 uncomfortable. I did not point to him as the reason 9 why I was uncomfortable. 10 Q Okay. So she would have no reason to know 11 that you did not feel comfortable that Mr. Heinrich 12 was joining the meeting. Is that true? 13 A She would have reason to know that I was 14 uncomfortable. 15 Q I'm talking about with Mr. Heinrich being 16 present. Did you tell her -- you did not tell her, 17 "I don't want Mr. Heinrich"? 18 A No, I did not. 19 Q You didn't say, "I don't feel safe with 20 Mr. Heinrich"? 21 A No. 22 Q You did not say, "Please invite some other 23 faculty member"? 24 A No.</p>
<p style="text-align: right;">159</p> <p>1 good person to invite? 2 A No. She said, "I'm going to call Tom 3 Heinrich, and I'm going to invite him to the 4 meeting," to which she did. That wasn't a dialogue 5 that we had a conversation about. 6 Q Did you tell her, "I would rather you call 7 somebody else"? 8 A No. 9 Q Did you mention any names of anybody that 10 you would like to have present in the room in that 11 meeting with Dr. Kartje? 12 A No. 13 Q So as far as you were aware, Dr. Kartje had 14 no way of knowing that you had any reservations about 15 Mr. Heinrich being present in the room. Is that 16 correct? 17 A She didn't know specifically that my 18 reservations had to do with him? 19 Q No. 20 A I'm confused about the question. 21 Q Okay. Let me rephrase it. 22 A Mm-hmm. 23 Q You did not tell Dr. Kartje that you did 24 not want Mr. Heinrich present. Is that correct?</p>	<p style="text-align: right;">161</p> <p>1 Q So you and she and Mr. Heinrich then met. 2 Is that correct? 3 A Yes. 4 Q And Dr. Kartje starts out by saying in 5 the -- well, strike that. 6 Did you indicate to Dr. Kartje that you 7 were concerned that you had only found out about the 8 meeting the day before? 9 A Yes. 10 Q And what did you tell her? 11 A I told her, like the memo that I sent was, 12 "It makes me very uncomfortable, that I'm very, very 13 busy and that you have these crash-course meetings, 14 and I don't know what they're about. I don't know 15 how to prepare for them. And I don't know how to in 16 any way, shape, or form come in here feeling 17 comfortable like I know what we're going to talk 18 about." 19 Q And did she respond to that? 20 A I don't remember that, a response. 21 Q Do you remember what time of day this 22 meeting on September 20th, 2005, was? 23 A No. It was light outside, though. 24 Q Sometime during the day?</p>