



CHIEF OF NAVAL AIR TRAINING

18 October 1985

Dear Dr. Garcia,

I thought it appropriate to follow up on my letter of 24 June 1985, to apprise you of the latest developments in the case of Mr. Daniel J. Ramirez Jr.

Mr. Ramirez's formal complaint of discrimination was investigated on 24 June 1985, by a Department of Navy investigator. A copy of the investigative report, with a recommended finding of no discrimination, was provided to Mr. Ramirez and his representative for review prior to the informal adjustment meeting held on 21 August 1985. At that time, Mr. Ramirez advised the Commanding Officer, NÁS Chase Field, that he was not satisfied with the scope of the investigation and requested another investigation.

On 27 August 1985, the Commanding Officer, denied Mr. Ramirez's request for reinvestigation and issued a "Proposed Disposition of the Complaint" with a finding of no discrimination, based on the investigative report. Mr. Ramirez has appealed the proposed disposition and has requested a decision (with a hearing) by the Secretary of the Navy. A Complaints Examiner, who will conduct the hearing, will be assigned by the District Director's Office of the Equal Employment Opportunity Commission (EEOC), Houston, Texas. A Complaints Examiner has not been assigned. The date for the hearing has not been set. I understand this procedure could take two years.

An on-site review of the allegations stated in Mr. Ramirez's letter of 20 May 1985, addressed to the Secretary of the Navy, was conducted on 20-21 August 1985, by three members of my staff, Mrs. E. Jeanne LaFeber, Mrs. Elsa Ciminelli and Mr. Lewis Finch. After discussion with management officials and activity employees and examination of records, it is our conclusion that there is no evidence to support the broad allegation that employees who file charges suffer harassment or retaliation, or fail to pursue charges or complaints for fear of such treatment. Further, there is insufficient evidence to support the broad allegation that the activity Civilian Personnel Department regularly or persistently make procedural errors in personnel actions.

Since my letter of 24 June 1985, Mr. Ramirez has filed two additional complaints of discrimination, dated 8 July 1985 and 6 September 1985. The investigations have not been completed on either of these complaints.

I again assure you that Mr. Ramirez will continue to be carefully afforded all his rights in this case.

Sincerely,

J. S. DISHER
Rear Admiral, U. S. Navy

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