

initial hearing on this came up way last year when the initial claim was presented and she said that, really, Senator McFarland, she says, I did not...I did not like the comments they made, I thought they were demeaning, they were derogatory. I considered the source of the quotes. But she said the pro...but I could live with that because I could parry them and I could...I could let them slide by and not...and disregard them. But she said when it came to the point where I was applying for an assistant director position and these two supervisors, instead of appointing me even though I was fully qualified, fully trained, fully experienced in the job, when they select one of their buddies to fill this position, then it became too much, then those derogatory, demeaning and sexist comments became the basis for discriminating against me in my career. And she says, I was not going to stand there and I was not going to sit there and let that pass and that is why I filed the suit, that is why I tried to get some kind of legal redress for that kind of violation. And, as a result of that, she took it to court and Judge Urbom, in fact, ruled against these supervisors and their defendants. I have quotes from his opinion that I will read to you and I hope I have another chance to speak on it. I will pass out copies of the quotes and the findings that Judge Urbom made.

PRESIDENT: One minute.

SENATOR MCFARLAND: The real issue here is, should the state indemnify these kind of individuals for this kind of derogatory and demeaning conduct that they had toward women in their department? And my view is that if you are going to deter this type of conduct, then you should have these people personally accountable. The original settlement was that these individuals would be accountable in the amount of \$2,500 in compensatory damages to be split between them. It could be apportioned between them. The most likely was they would each pay \$1,250. I did not see that as an onerous penalty. It's something that would be a financial burden for them, I'm sure, but it's something that it seemed to me only fair and reasonable that they should...they should be required to pay. Otherwise, if the state continues to go in and bail these type of individuals out, that kind...

PRESIDENT: Time.

SENATOR MCFARLAND: ...of sexist and demeaning comments are only