

# Memo

**To:** Memorandum for Record  
**From:** Joshua D. Zantello  
**cc:** N/A  
**Date:** April 16, 2019  
**Re:** Rilatos, Philip // North Lincoln Fire Rescue // Sexual Harassment

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On April 16, 2019, I went to the St. Clair Fire Station 1600, located at 4520 SE Hwy 101, Lincoln City, OR 97367. I met Lois Smith, HR Manager, at the front desk who showed me to a desk and provided me with a redacted copy of the Sexual Harassment Report related to the sexual harassment complaint filed by Philip Rilatos, and North Lincoln Fire Rescue's internal investigation of Mr. Rilatos' complaint. Interim Fire Chief Rob Dahlman came by to say hello. Ms. Smith told me that I could review the Report and take notes but that I could not take photos or make copies.

The Report is dated August 21, 2018.

The Report is prepared by:

D. Craig Stoelk  
PO Box 5964  
Salem, OR 97304  
phone number 503-871-9818.

My notes from the Report are as follows:

Poster in Quarters: "The homo is here." A number of pink balloons were placed in the quarters to the extent they filled the room. A large number of sanitary napkins were placed in the quarters with the appearance that they were used.

\_\_\_\_\_ admitted these actions occurred during his period of command at the Fire Station.

Page 1 of 3 – **MEMORANDUM FOR RECORD**

/Volumes/Open Files/Rilatos, Philip - EMP (JDZ)/190416.MEMORANDUM FOR RECORD.docx

**ANDREWS ERSOFF & ZANTELO**

**Lincoln City:** 2941 NW Highway 101, Lincoln City, OR 97367

**Central Oregon:** 3052 NW Merchant Way, Suite 106, Bend, OR 97701

**PHONE:** 541.994.7350 | **FAX:** 541.994.7836 | **WEB:** www.AEZLawOffice.com

One perpetrator's wife supplied the sanitary napkins. A group of fire fighters, on duty, in uniform, in a district vehicle, went to the store and purchased the other items.

One perpetrator says this is a case of mutual teasing and one victim planted a dildo in another guy's bed after this incident.

There was also a hand-fashioned cucumber with a rolled-on condom. There was also one perpetrator who stuck a sanitary napkin on another victim's back, and the cucumber with condom was stuffed into someone's kit bag a few days later.

One victim reports that he was the subject of comments that things he did were "gay."

One perpetrator often uses the phrase "ketchup dick" when referring to volunteer fire staff. This perpetrator admitted that he and someone else often use the term openly in the general work areas.

One victim felt he had to put up with this behavior because the perpetrators were more senior fire fighters and the supervisory and command staff engaged in the behavior so it was condoned. The victim feels there is no recourse to complain elsewhere.

All staff interviewed stated they were aware of the Harassment Policy. They also admitted to having training on the Harassment Policy. Several also admitted they had similar policies and similar training from previous employers.

"Pink Balloons, a homo sign, a dildo, and sanitary napkins left in a males' dorm room are in no way anything other than a lewd commentary on the recipient's sexual orientation." - D. Craig Stoelk.

"Decorating \_\_\_\_\_ room by his co-workers including \_\_\_\_\_ constitutes a violation of this employer's policy related to harassment." - D. Craig Stoelk.

"An earlier finding \_\_\_\_\_ that the conduct does not rise to a level of sexual harassment simply defies logic." - D. Craig Stoelk.

This is not an isolated incident. There is a pattern of behavior resulting in a chronic state \_\_\_\_\_ to work amongst staff engaged in harassing behaviors.

Finding: Staff to include \_\_\_\_\_ have by actions and/or commentary have engaged in forms of harassment and/or sexual harassment as prohibited by this employer's policy.

\_\_\_\_\_ admitted he intentionally did not interview any other staff. He did not interview the two Complainants because he had a written statement and more importantly he did not want to give \_\_\_\_\_ an opportunity for voicing other possible complaints.

He did not interview anyone other than one person he thought was a victim who ended up saying he was not a victim.

\_\_\_\_\_ did not interview any of the alleged wrong doers.

\_\_\_\_\_ received a verbal counselling for unspecified, unprofessional conduct. This was the only consequence and it was for a single person. Many admitted to participating. Two admitted that it was a collective group effort.

\_\_\_\_\_ reported that since they made a report, they have experienced the silent treatment from the other shift. The only communication comes if it is in the course of a necessary transfer of work-related information.

“The silent treatment or “shunning” is a clear form of retaliatory behavior.” - D. Craig Stoelk.

Finding: “\_\_\_\_\_ failed to conduct a proper/thorough harassment investigation as outlined by the employer’s policy.” - D. Craig Stoelk.

/S/ JOSHUA D. ZANTELLO 4/16/2019