



STATE OF WASHINGTON  
 DEPARTMENT OF CORRECTIONS  
 WASHINGTON CORRECTIONS CENTER FOR WOMEN  
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# WARNING

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CASE TOPIC: Grievance #0506506

CASE #: WCCW 03-032-05

DATE OPENED: 04-07-05

DATE CLOSED: 04-20-05

sign and date at time of review or receipt

IN OFFICE REVIEW	CASE OUT REVIEW	COPY AUTHORIZATION



STATE OF WASHINGTON  
DEPARTMENT OF CORRECTIONS  
OFFICE OF CORRECTIONAL OPERATIONS  
WASHINGTON CORRECTIONS CENTER FOR WOMEN  
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April 20, 2005

TO: Devon Schrum  
Grievance Coordinator

FROM: Henry Keller  
Correctional Investigator

SUBJECT: CASE # WCCW 03-032-05 CONTENTS

1. Synopsis

- Interview with Offender [REDACTED]
- Interview with Offender [REDACTED]
- Interview with Adult Correctional Cook Larry Young
- Interview with Adult Correctional Cook Alena Folsom
- Conclusion

2. Attachments

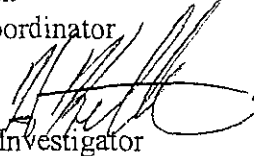
- Typed Staff Conduct Grievance form initiated by Offender [REDACTED]
- Signed Grievance Notification form.



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April 20, 2005

TO: Devon Schrum  
Grievance Coordinator

FROM: Henry Keller   
Correctional Investigator

SUBJECT: CASE # WCCW 03-032-05 / Grievance #0506506

**Synopsis:**

On March 21, 2005 the Grievance Office requested that the Intelligence and Investigation Unit ( I&I ) conduct a formal investigation into the allegations made against Larry Young, Adult Correctional Cook ( A/C ) brought about by Offender [REDACTED]. Offender [REDACTED] alleges that A/C Young made the statement, "I'm not a racist, in fact I think Hitler was great man." Offender [REDACTED] contends that A/C Young is aware of the fact that she is Jewish and made this statement maliciously.

**Interview: Offender [REDACTED]**

On April 4, 2005 at approximately 1245 hours an interview was conducted with Offender [REDACTED]. I asked Offender [REDACTED] to recall the events that occurred in the Main Institution (MI) Kitchen on March 16, 2005. Offender [REDACTED] stated that A/C Young approached her and said, "So you think I'm racist huh?" Offender [REDACTED] confirmed. A/C Young then allegedly replied, "I'm not racist, in fact I think Hitler was a great man." Offender [REDACTED] whom was standing next to Offender [REDACTED] allegedly said, "You know she is Jewish don't you?" A/C Young replied "Yea, so." Offender [REDACTED] said at that point she went to speak to A/C Young's supervisor Bennie Moss, Food Manager 1 (FM1). Offender [REDACTED] stated that A/C Young told her to get back to work, Offender [REDACTED] refused stating she was waiting to talk to Bennie.

A/C Young allegedly gave Offender [REDACTED] two more directives to go back to work. Offender [REDACTED] stated that she refused because she wanted to talk to Larry's supervisor. A/C Young then allegedly told Correctional Officer Elliott, "cuff her up, Working Together for SAFE Communities"

send her to seg, send her home I don't care." Offender [REDACTED] was then given a pass by C/O Elliott to return to her unit.

On March 17, 2005 Offender [REDACTED] returned to work in the MI kitchen to find that she had been terminated due to behavioral issues. She was also made aware that she received a 509 WAC violation for her failure to return to work the day prior. **END OF REPORT**

**Interview: Offender [REDACTED]**

On April 13, 2005 at approximately 1200 hours an interview was conducted with Offender [REDACTED]. Offender [REDACTED] stated that she never heard A/C Young make the alleged statement. She said, "as loud as Larry talks you think I would have heard it." Offender [REDACTED] stated, "all I know is what she told me, and she said that Larry said Hitler was a great man." I asked Offender [REDACTED] when Offender [REDACTED] told her about A/C Young making the statement. She replied, "About a week before we got fired." I asked if she could recall the date her employment was terminated. She responded, March 17<sup>th</sup>.

Offender [REDACTED] stated that she heard A/C Young joking around one time and said "Hitler rocks", but it wasn't directed at anyone and it was a long time before we got fired. **END OF REPORT.**

**Interview: Adult Correctional Cook Larry Young**

On April 06, 2005 at approximately 1230 hours an interview was conducted with Larry Young, Adult Correctional Cook (A/C). A/C Young stated that he never made that remark to Offender [REDACTED] and he didn't even know she was Jewish. A/C Young claims that Offender [REDACTED] attends Catholic service and has never requested a kosher diet. A/C Young stated that he used to have behavioral problems from Offender [REDACTED] and Offender [REDACTED]. A/C Young feels that this grievance is a retaliatory act due to the 509 WAC violation that he wrote on her that led to her termination.

A/C Young stated that he may have made a comment about Hitler some time in the past but it was in joking manner and certainly not directed at anyone. **END OF REPORT.**

**Interview: Adult Correctional Cook Alena Folsom**

On April 18, 2005 at approximately 1300 hours an interview was conducted with Alena Folsom, Adult Correctional Cook (A/C). A/C Folsom stated she was not there the day in question, but she can attest to the behavioral problems that used to be caused by Offenders [REDACTED] and [REDACTED]. A/C Folsom stated that they were a constant problem in the kitchen.

A/C Folsom stated that on March 18, 2005, the day after Offender [REDACTED] had been terminated, she came through mainline while A/C Folsom was serving meals. A/C Folsom claims that Offender [REDACTED] told her, "I'm gonna get Larry, I got him now."

A/C Folsom inquired what she was talking about. Offender [REDACTED] allegedly stated, "Larry said Hitler was a great man and he knows that I'm Jewish." A/C Folsom was also unaware that Offender [REDACTED] was Jewish due to the fact that she has attended Catholic services and has never requested a kosher diet. A/C Folsom reported what she had heard to A/C Young.

A/C Folsom stated that Offender [REDACTED] is a very vindictive person and she feels this is an act against A/C Young due to his involvement in her termination and writing her a major infraction. **END OF REPORT.**

**Conclusion:**

Unable to conduct investigative interview with Offender [REDACTED] due to court outing.

Offender [REDACTED] related to Offender [REDACTED] that A/C Young made the statement approximately one week prior to the offenders being terminated. The original grievance stated that A/C Young made the statement on April 16, 2005, which would have only been one day prior to the offenders being terminated.

Offender [REDACTED] did receive a 509 major infraction from A/C Larry Young that was incidental in her employment termination. By her own admission she was angry about the infraction and losing her job.


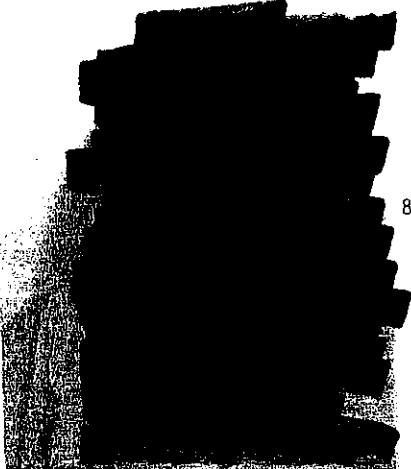
A/C Folsom stated that Offender [REDACTED] was speaking in a gloating, boastful manner when expressing that she was going to get Larry.

A/C Young may have made a comment about Hitler but it does not appear at this time that it was directed at any one particular individual nor does it appear that it was delivered with malicious intent.

DOC Number: [REDACTED]

Name: [REDACTED]

Please click on the picture to enlarge it.

PHOTO	DATE OF PHOTO	SOURCE OF PHOTO
	8/7/2003 4:04:38 PM	TAS
	8/7/2003 4:04:33 PM	TAS

Close



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**NOTIFICATION OF STAFF CONDUCT /  
REPRISAL GRIEVANCE**  
(Notification to Involved Staff)

**SECTION I - TO ASSIGNED INVESTIGATOR**

Attached is grievance number 0506410, which alleges misconduct and/or reprisal by  
A/C Young  
STAFF MEMBER NAME (PLEASE PRINT)

DURING THE INTERVIEW WITH THE STAFF MEMBER, inform the staff member that he/she has the right to be notified of the final determination of the grievance at Level II and (if appealed) at Level III by completing Section II below. Upon completion of Section II, the investigator shall return this form to the grievance coordinator.

**SECTION II - NOTIFICATION OF FINAL DETERMINATION**

I do  I do not wish to be notified of the final determination in this grievance.

STAFF SIGNATURE	DATE
<i>[Signature]</i>	04-05-05

**SECTION III - LEVEL II / LEVEL III DETERMINATION**

The investigation into the allegations of this grievance has been completed. The findings are:

LEVEL II RESPONSE (Check one)	LEVEL III RESPONSE (Check one)	
		No evidence of misconduct/reprisal was found.
		Evidence of procedural error was found but not misconduct/reprisal. Corrective action will be/has been taken outside of the grievance procedure
		Employee misconduct/reprisal was established. Corrective action will be/has been taken outside of the grievance procedure.

SIGNATURES: AT LEVEL II—Grievance Coordinator

AT LEVEL III—Grievance Coordinator

GRIEVANCE COORDINATOR SIGNATURE	DATE

GRIEVANCE COORDINATOR SIGNATURE	DATE

Distribution: Top Copy-Staff Member, Second Copy-Staff Member, Third Copy-Grievance Coordinator

1. STAFF MEMBER