

Tewhey Files MCAD Complaint

Tewhey, from Page 1

Tech has received several letters written by Provost Mark S. Wrighton, Personnel Director Joan F. Rice, and Tewhey that describe some of the events.

Several of the letters contradict earlier statements by Wrighton that Tewhey resigned on April 21. Tewhey denies that he resigned.

Tewhey said he was terminated the week of Oct. 15.

'Double standard' seems to exist

Tewhey claims that a double standard seems to exist for harassment involving men and women. "There were a set of actions that ... that had I engaged in would be defined as sexual harassment, and

conversely absolutely nothing was done when these activities were being done to me," he said.

Tewhey claims that Nolan talked to several administrators at the Institute and tried to have him fired after they ended their affair.

In a letter dated June 4, Rice told Tewhey that his complaint against Nolan would not be investigated. "I do not believe that the policy was intended to apply to a dispute between two MIT employees where, as here, the interests represented by the policy are only peripherally implicated," she wrote.

Tewhey's complaint against Shea was not investigated either. In a letter dated Aug. 4, Wrighton wrote, "It is not clear to me at this point how much of what you

describe in your letter [about Shea] would be appropriate for review under MIT's grievance policy."

Tewhey maintains that a full investigation of his charges and the charges against him could clear his name. "My position all along has been that any investigation would exonerate me. I personally believe not to do it is a serious mistake for everyone involved," Tewhey said.

Parties charge harassment

Tewhey stepped down as associate dean after he was placed under a restraining order by a Newton District Court judge on April 16.

Tewhey charges that Nolan attempted to convince his supervisor and other administrators that he should be fired, and also harassed him directly. "She has made numerous false charges, has followed me around the campus, [and] initiated verbal confrontations," he wrote in a letter to Rice.

In the letter, he also charged that Nolan used her position at MIT to "attempt to access my employment records and academic records at other institutions."

In her affidavit in Newton court, Nolan charged that Tewhey harassed her 25 times. Describing specific incidents, she said that Tewhey approached her in a parking lot after work and that he followed her in his car on one occasion.

Tewhey also said he has been harassed after he was removed as dean, but he does not know who is responsible for the harassment.

Packets containing information which Tewhey described as inflammatory were mailed to his adviser and others at the Massachusetts College of Law, where he is now a student. Tewhey also said that an anonymous caller told the Massachu-

The Tech received copies of several letters addressed to James R. Tewhey, former associate dean for residence and campus activities. Tewhey confirmed that he received the letters. Provost Mark S. Wrighton and Personnel Director Joan F. Rice refused to comment on the letters or the events discussed in them.

June 4, 1993

Dear Jim:

I have thought a great deal about what action to take concerning the grievance contained in your letter to me dated April 13, 1993 (and the earlier letter to which it refers dated March 3, 1993). While I know that this answer will disappoint you, I have concluded that there is not sufficient basis for MIT to go forward and process the grievance.

I recognize that MIT's harassment policy, which you claim was violated by Katherine Nolan, reads broadly. It prohibits verbal or physical conduct which has the intent or effect of unreasonably interfering with an individual's work performance, or creating an intimidating, hostile, or offensive work environment on or off campus. Nonetheless, I do not believe that the policy was intended to apply to a dispute between two MIT employees where, as here, the interests represented by the policy are only peripherally implicated.

Let me try to explain. As I understand, you and Ms. Nolan had a romantic relationship which ended sometime in July 1992. You had no supervisory authority over Ms. Nolan, and as far as I can tell the relationship was mutually consensual. Under those circumstances the relationship was none of MIT's business. When it broke up, and here I am accepting your characterization of what happened, Ms. Nolan engaged in conduct intended, in part at least, to cause MIT to ask you to resign.

In fact, though, much of the conduct that you complain about had nothing to do with your work at MIT. You say that Ms. Nolan made telephone calls to your wife, mother, and neighbors, apparently made telephone calls to your home and hung up when the calls were answered, and attempted to obtain records about you from other institutions. While it is true that MIT's harassment policy is designed to protect employees even from off campus conduct (and it may also be true that Ms. Nolan either represented herself to people that she called as working with you at MIT or she made some of the calls from her office during working time), this behavior is still essentially one aspect of a private relationship, albeit its bitter aftermath, that MIT could not or would not have regulated in the first place.

You also complain that Ms. Nolan went to your supervisor, her own supervisor, and to MIT's ombudsman, and said things that you regarded as untrue and potentially harmful to your position at MIT. To some extent, of course, anyone at MIT has a fair amount of latitude to complain to those in management about the allegedly offending behavior of others (in the same way that you complained to me in your March and April letters about Ms. Nolan's behavior). MIT would not attempt to inhibit such communications except in extraordinary circumstances. In any event, by your own account you effectively addressed the matters raised by Ms. Nolan when they were brought to your attention. For example, when Dean [for Undergraduate Education and Student Affairs

Letters, Page 17



TECH FILE PHOTO

James R. Tewhey

Tewhey, Page 17



MASSACHUSETTS SPACE GRANT CONSORTIUM SUMMER POSITIONS

THE SPACE GRANT PROGRAM IS NOW OFFERING AN OPPORTUNITY FOR A SUMMER POSITION IN THE FIELDS OF SPACE SCIENCE AND SPACE ENGINEERING. THERE WILL BE A MEETING ON NOVEMBER 17, 1993 AT 3:00pm IN 33-206 AND ANOTHER MEETING ON DECEMBER 2, 1993 AT 4:00pm IN 33-206. THIS MEETING WILL INTRODUCE THE PROGRAM AND WE WILL ALSO HAVE INFORMATION AVAILABLE ON THE PARTICIPATING COMPANIES.

IF YOU ARE INTERESTED IN A SUMMER POSITION, PLEASE SEE HELEN HALARIS, 33-212, X8-5546 OR LISA SASSER, 33-212, X3-4929 FOR AN APPLICATION OR FURTHER INFORMATION

DEADLINE FOR APPLICATIONS: DECEMBER 10, 1993