

requested that she provide sexual favors.

SSgt Siule reported these incidents to 1Lt Burks, her supervisor, who in turn, reported to Maj Steele.

Both NCOs concerned admitted involvement, but denied the acts that would have been prejudicial to their careers.

After being warned that she could be punished if she could not prove her allegations, AIC Ruiz decided against pushing the issue.

Maj Steele counselled her, and had a letter of counselling presented to AIC Ruiz by SSgt Johnson who ordered her to sign it, allegedly failing to show her attachment 1 to the basic correspondence.

After this counselling, the matter was dropped.

At one point, Sgt Laken had stated that his wife did not want ALC Ruiz on his volleyball team. Ruiz reported this to SSgt Wyers who reported it to Capt Newman, then the squadron complaints officer. Allegedly, Capt Newman discussed this form of discrimination with Laken who later reported Ruiz for failure to perform her duties satisfactorily.

✓ Mr Lewis told Sgt Butcher to counsel Ruiz, but Butcher did not want to. Mr Lewis "forced" him to sign the ADCOM Form 215. (Sgt Butcher was not Ruiz's supervisor at the time - SSgt Johnson was).

Later, Johnson destroyed the counselling form, but Mr Lewis kept one unsigned, unacknowledged copy.

In October 1977, SSgt Johnson was leaving, Sgt Laken was leaving, Butcher was on leave and Ann Wilkes' wife was due to have a baby. As a result, ALC Ruiz was selected to go TDY (against her wishes).

In November 1977, Sgt Butcher (now her supervisor) told SSgt Wright, Social Actions NCO, that he would rate Ruiz outstanding.

X In January 1978, Butcher counselled Ruiz for not performing assigned duties and leaving her duty section without prior approval. In this counselling, he stated that Ruiz's actions reduced her performance rating to less than satisfactory.

Ruiz rebutted the counselling.

Butcher rated Ruiz an overall 6.

Ruiz could not understand why her "initial" report had not been rendered at 18 months when Butcher would have rated her "outstanding." Mr Lee told her



that they got behind in sending them out and did not know it was overdue.

X Neither Mr Lewis, Mr Lee, Sgt Butcher nor ALC Ruiz knew that Johnson was her reporting official from 6 Dec 76 to 7 October 77. On 7 Oct 77 Butcher became her immediate supervisor. Since Butcher had not supervised Ruiz for 90 days, the report could not be rendered until the 90 day period had elapsed.

DISCUSSION: The entire problem must be looked into, officially.

A decision must be made to verify or discount allegations by supervisors that Ruiz is not performing satisfactorily.

Ruiz's allegations of discrimination must be staffed and proven or formally discounted.

A decision must be made to either retain or destroy documentation of past counselling.

A decision must be made to accept the 6 APR as just, based on surface material, or to render it unjust based on the incidents that might have led to or forced the lower rating.

X A program must be initiated to "solve" the problems alleged to exist in civil engineer and power plant management, one that will create harmony.

If discriminatory allegations are accepted as true, a program must be developed to reinstate ALC Ruiz to a normal status within the organization.

Allegations of discrimination appear to be true.

RECOMMENDATIONS: A disinterested person be assigned to thoroughly study the entire case, and submit his/her findings and recommendations.

The 763 Radar Squadron Commander and Social Actions Officer and SA NCO review the findings and recommendations and take appropriate actions to refute or correct the situation as reported.

*Gen. E. [unclear] S. [unclear] USAF  
First Sergeant*