

### Harbor Health Services, Inc.

398 Neponset Avenue • Dorchester, MA 02122  
(617) 282-3200

**The Geiger-Gibson Center**  
250 Mount Vernon Street  
Dorchester, MA 02125

**The Neponset Health Center**  
398 Neponset Avenue  
Dorchester, MA 02122

**Mary Ellen McCormack Health Center**  
10 Logan Way,  
South Boston, MA 02127

**Columbia Point Infant and Toddler Day Care Program**  
250 Mount Vernon Street  
Dorchester, MA 02125

**Harbor W.I.C. Program**  
398 Neponset Avenue  
Dorchester, MA 02125

**The Elder Service Plan**  
2216 Dorchester Avenue  
Dorchester, MA 02124

(617) 282-  
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(617) 288-  
Fax: (617) 288-

(617) 288-  
Fax: (617) 288-

(617) 265-  
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(617) 296-3  
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*Given to  
Bob Paratz  
7/29/99  
in presence  
Hoch, Doolittle,  
Toomey*

July 19, 1999

Robert Baratz, DDS, Ph.D., MD  
Neponset Health Center  
398 Neponset Avenue  
Dorchester, MA  
02125

Dear Bob:

You have made Brian Toomey and Bob Hoch, MD aware of a personal relationship that you have had with a staff member from Neponset Health Center that you directly supervise. In disclosing this information, you were consistent in insisting that you not reveal the name of the woman involved in this relationship, and preferred to keep that information private.

In your conversations with the above referenced senior managers, you stated that you felt obligated to inform Harbor Health Services, Inc., senior management because of the possibility of the risk of a sexual harassment charge that the unnamed employee might bring. You believed that this was not going to happen, but that it remained a risk. In addition, you stated that you thought that the liability insurance for HHSI would cover any possible financial risk that this relationship might cost.

You further stated that you had had several conversations with the HHSI employee on this matter, and described her as "upset" over the breakup of the relationship. There was some concern expressed by you that her "upset" might make her take legal action and pursue a sexual harassment charge against both you and the corporation. You stated that you felt strongly that she would be making a mistake if she pursued that course of action and expressed that to her directly.

You stated to Brian Toomey that you told this employee that Harbor Health (HHSI) would vigorously defend itself and you on any charge of sexual harassment, that she needed to think very carefully before she took such an action as her sexual relationship with you could be made public, and that such action could be damaging to her personally. This position was taken without prior consultation with senior managers nor with their prior permission.

Harbor Health Service has a Personnel policy, titled, "Sexual Harassment", which states "It is the policy of the Agency that all employees should be able to work in an environment free from all forms of sexual harassment". In the "Reporting Guidelines" section, part 4 states: "Any retaliatory action of any kind taken by an employee against an other employee as a result of that person seeking redress, cooperating in an investigation or otherwise participating in any proceeding is subject to disciplinary action up to and including discharge."

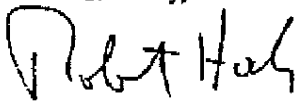
In fact, our policy states that we would conduct an objective investigation and discipline any employee guilty of sexual harassment. Since no complaint has been brought forth, no investigation has been possible. It was therefore improper for you to tell this employee that the agency would vigorously defend you, and that it would be a mistake for her to pursue this matter. This action on you part violates

# Enclosure 5

Reporting Guideline # 4 in the Sexual Harassment Policy in that it constitutes an intimidating and retaliatory action. It was also inappropriate for you to tell the employee that the filing of a complaint could have damaging repercussions for her.

Your action is seen as a violation of Reporting Guideline # 4 in the Sexual Harassment policy. You will be suspended without pay from HHSI for one day for this action. The day of the suspension will be set by Dr. Hoch. Also, you should regard this letter as a letter of reprimand which will be placed in your personnel file.

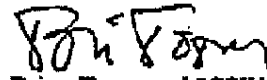
Sincerely,



Bob Hoch, MD  
Medical Director



Paulette Shaw-Querner, MBA  
Executive Director, NHC



Brian Toomey, LICSW  
Executive Director, GGCHC

doc:brtz1