



Tools to Confront Power with Power

July 1, 2014
Via Email

Gita Bolt
General Counsel
Loyola University New Orleans
6363 St. Charles Ave., Campus Box 9
New Orleans, LA 70118

Dear Ms. Bolt,

My client, Ms. Sharron Mangum, wants to make it clear that the FMLA issue is no longer relevant because her employment at Loyola University ended when she notified the University of her Constructive Termination.

That notification was made only after Loyola violated FMLA regulations for her medical leave and Title VII of the Civil Rights Act with respect to race and age discrimination and retaliation against her

Clearly, Loyola administrators were willfully negligent over a long period of time. Both ***** *****, MD, Ms. Mangum's physician, and ***** *****, MD, the University's doctor, made it clear that Ms. Mangum's physical health and emotional well-being had suffered and were at greater risk unless appropriate actions were taken to rectify the injustices she had repeatedly complained about respective to her work environment and excessive work load. Yet no effort was ever made to accommodate Ms. Mangum's and the doctors' concerns. Indeed, conditions got progressively worse. This is why Ms. Mangum and Loyola are at loggerheads today. Accordingly, the matter involving her FMLA leave has been turned over to the Louisiana Department of Labor and the EEOC to resolve.

In addition to challenging questionable employment practices at odds with Loyola's mission statement and with Jesuit and Catholic teachings, one has to ask, *Has Ms. Mangum been retaliated against because she has blown the whistle on egregious conduct relating to fiscal mismanagement and even misappropriation of federal funds for student loans?*

There are at least three committees on the Board of Trustees that should be deeply concerned about any mishandling in resolving this case: Committee on Institutional Advancement, Committee on Audit and Committee on Mission and Identity.

Ms. Mangum, who once envisioned a future with Loyola, is, under the circumstances, ready to move on while Loyola continues to fulfill its mission.

As I stated in my last letter, my client hopes to amicably resolve this dispute.

I believe it would be in Loyola's best interest and in the best interest of the University's top administrators and policymakers to act quickly to resolve this case. Please notify me within seven days whether Loyola wishes to schedule a discussion to settle with Ms. Mangum. Otherwise, Corporate Campaign will proceed in its pursuit to secure justice for her.

Sincerely,



Ray Rogers
Director
Corporate Campaign, Inc.
www.CorporateCampaign.org