

SPECIAL MEETING

MOTION THAT THE BOARD ACCEPT THE REPORT OF INVESTIGATION PHASE I: WORKPLACE HARASSMENT, DISCRIMINATION, AND RETALIATION DATED FEBRUARY 5, 2019 PREPARED BY ATTORNEY KRISTI KELLY, SPECIFICALLY INCLUDING THE FINDINGS AND RECOMMENDATIONS CONTAINED THEREIN.

Whereas, the Board of NECCOG, through its Chair, received four (4) written complaints in October and November, 2018 of potential personnel matters, workplace environment and/or mistreatment of animals by NECCOG employees;

Whereas, the Chair and Member at Large of the Executive Committee, Maureen Nicholson, together with Attorney Kelly, conducted a thorough investigation over the past four (4) months regarding the personnel matters and workplace environment claims;

Whereas, the Connecticut Department of Agriculture, Division of Animal Control, has accepted the complaints of mistreatment of animals and the animal services program for investigation and that investigation remains open and ongoing. Upon receipt of the final report from DOAG, NECCOG may be required to amend and supplement its findings and actions;

Whereas, upon the recommendation of NECCOG legal counsel, it is in the best interest of NECCOG to accept the findings and recommendations of the Phase I Investigation Report as substantially similar to that presented to the Board, and commence implementation of recommendations therein relating to the Phase I findings for the prompt betterment of the organization:

I hereby move that the Board of NECCOG accept the Phase I Report of Investigation dated February 5, 2019 prepared by Attorney Kristi Kelly, including the findings and recommendations contained therein; and
To release the final Phase I Report on February 7, 2019 at 2:00 p.m. and have it be available on the NECCOG website.