

## **Summary of Determinations**

1. Representative Sawyer violated the House Harassment Policy in his interactions with House employees:
  - Created a work environment that was intimidating and offensive to one employee on the basis of her gender and his conduct unreasonably interfered with her work environment.
  - Created an offensive and intimidating work environment for another employee on the basis of her sexual orientation and his conduct unreasonably interfered with her work environment.
2. Representative Sawyer's conduct also violated the House ethics policy on the Improper Use of Public Resources, namely the use of public employees' time for personal purposes.
3. Representative Sawyer engaged in a pattern of inappropriate and unprofessional conduct that violated the House Policy on Decorum in his interactions with employees. His comportment was not appropriate for an elected member of the House, nor did it reflect the dignity of the institution as required by the policy.

## **Specific Findings**

1. Repeatedly sent inappropriate and offensive texts to House employees.
2. Pursued a House employee after she had made it clear she was not interested.
3. Texted and "drunk dialed" multiple women (House employees and others) at inappropriate hours.
4. When Representative Sawyer was cautioned about his behavior on different occasions, he responded that he was "not the one who would get fired."

## **Recommendations of the Investigator**

1. More formal training on the issues of harassment and reporting; specifically who is responsible for said reporting;
2. More formal tracking of who has attended that training, ensuring make up sessions for individuals who cannot attend the first offering; and
3. Separating the roles of the Deputy Chief of Staff so that administrative oversight of the LAs and onboarding of the Representatives are not held by the same individual (ensuring that both the appearance of a conflict of interest and an actual conflict of interest are avoided).