



**Kim Flasher**  
Chief Administrative Officer

April 26, 2018

On January 30, 2018, a former or current employee (hereafter referred to by the pseudonym "Jane Doe") presented concerns in an anonymous letter to the House Administrative Office regarding alleged inappropriate comments by a male House member (hereafter referred to by the pseudonym "John Jones") at a non-state function. The House Administrative Office, using appropriate legislative resources, engaged independent outside counsel to investigate the allegations regarding the incident, the purpose of which was to determine whether John Jones's conduct was such that it created an "intimidating, hostile, or offensive environment" as prohibited by the House Anti-Harassment Policy.

The investigators later learned of the identity of the complainant, but she had not elected to participate in an interview at the time the report was finalized. Upon examining the original complaint and interviewing the accused and witnesses, it was determined:

John Jones admits to making the comments and publicly apologized for making the comments. The comments made at the roast regarding a former Senator and the sexual harassment allegations were inappropriate. The comments, however, were not made with the intent to harm or demean the accuser. The comments made in reference to former and current female legislators were not sexual in nature and were not directed at the representatives because of their gender, and therefore fall outside of the Anti-Harassment Policy. Further, the complainant was not in attendance at the function and read about the event in a political blog, which did not have all the facts gathered during the process of compiling the report. While the comments were inappropriate, based on the language of the Anti-Harassment Policy, John Jones was found to have not violated the policy.