

Andrea Anderson

From: Stephanie A. Crooks
Sent: Monday, October 09, 2023 4:19 PM
To: Andrea Anderson
Cc: Desorae Giles-Smith; CiCi Krempler
Subject: Transfer Request

Dear Andrea,

I wish to report the harassment, which I have received and endured from Commissioner Denise D. Grant. Over the past year, I have experienced her verbal abuse. During this time, I have remained professional throughout the abuse. However, the hostility has become increasingly worse during the week of October 1-5th, 2023.

On Sunday, October 1st, 2023, the evening after the Pink Up Event. At approximately 5:00pm, Commissioner Grant, called me on my personal cell phone, while I was on my way to a Birthday dinner, in the vehicle with friends. Commissioner Grant started yelling at me, saying that I was not loyal to her and I cannot be trusted, because her friend Janet Young, told her, I was sitting under her Tent, wearing a t-shirt, which had Commissioner Jabbar Martin's name on it. I tried several times to intervene and advise Commissioner Grant, that the t-shirt I was wearing, also said Pink Up, City of Lauderhill, and that all employees of the City working that day, had on the same t-shirt. She said she did not care, and that I should have called her and asked her permission to wear the t-shirt, and she continued to verbally abuse me. She continued yelling, and I could not get a word in. With the company in the car, I felt totally embarrassed and her behavior also led me to tears. She also stated that if I cannot be loyal to her, I should just leave the position. After her ranting, she hung up the phone on me. Needless to say, after her call, my evening was ruined.

Previous to the exchange with Grant, earlier that morning at 7:00am, I received a call from the Janet Young, owner of Caribbean Medley. Janet called yelling at me asking me "why was I not at City hall"? She said Grant, told her to be there at 7:00am, and she Janet, wanted to know why I was not there to set up the Commissioner's tent. I advised her, I am not required to report to work until 8:00am. It was very uncomfortable working the Event, with Janet and her colleague.

On Monday, October 2nd, 2023 and for the balance of the week, I was continuously harassed by Commissioner Grant, and at times, it felt like a hostile environment.

On Wednesday, after the meeting with H.R., Grant called me into her office for another meeting, where she was hostile and advised me, that I embarrassed her in the meeting. She informed me that her choice for an Aide, was Janet Young, and she only hired me because she felt sorry for me, and that I require training in all areas. I asked Commissioner Grant, if I could be excused. I went into the breakroom to have my lunch, she came into the breakroom, I told her I was on my lunch break. When I opened the door shortly thereafter, Grant was standing outside the door. After I returned to the breakroom, Grant, was outside the balcony, pacing back and forth, eventually standing directly behind me while I was eating my lunch. This was witnessed by Khya Cummings, Aide to the Mayor, and Andrea Anderson, City Clerk. I felt like I was being watched, and that she was intimidating me while I was on my lunch break.

After the conclusion of her Pastors Event on Thursday, October 5th, and everyone else had left, Commissioner Grant and Janet Young, remained in the kitchen, where I was cleaning up, and once again, I felt like I was being watched and felt very uncomfortable.

The past year, and especially during the past 3 months, working with Commissioner Denise Grant, has been very challenging and uncomfortable. She will at times yell and scream at me over the phone. I have had one of the Officials in our office, come out of his office, after hearing her voice yelling through the phone, to ask if I was ok? The Aides in the office have overheard her yelling at times, and her disrespect of me on the phone, and they have shown concerns of my wellbeing.

I would also like to add, on Wednesday, October 4th, Commissioner Grant, accused me of taping our conversation in her office earlier. This conversation was overheard through the phone by Khya. I told her I would not record the meeting without her permission.

Throughout the year, I have provided duties as Commissioner Grant's Aide with the guidance from the Clerk's Office, and very little assistance from Grant, who many times, is unavailable, inaccessible, whom will ignore my emails, phone calls and text. She will at times disappear for days, with no response. I have had to field off complaints about Grant, when she commits to Events, and her not attends. Often times, she also does not keep her appointments on her calendar, which I text reminders daily, also phone call reminders, to no avail. I have RSVP for her at many events, which she will not turn up for. When I brought this up in her office meeting with me, she said, "it is not my concern whether she shows up or not, my job is to just place them on her calendar.

Over the year, Commissioner Grant, has called me early mornings, late nights, weekends, Holidays, with no respect for my personal time off. If she does not receive a response, she is relentless with her calls, and will not stop calling until I answer. I have been as accommodating as possible, but now it has become unbearable.

Within the last 3 months, Commissioner Grant is displaying more, negativity, and abuse towards me as her Aide. As such, I can no longer function as her Aide. I am requesting to be transferred as Commissioner Denise Grant's Aide, effectively immediately. As I can no longer work under these stressful conditions.

Thank you for your consideration.

Sincerely,
Stephanie Crooks.