

Letter to Ody Allen and petitioners

CAD Grievance Committee

Dear Ms. Ody Allen and petitioners,

The CAD Grievance Committee was assigned the task of making recommendations to the CAD Board of Representatives publicly as a result of grievance letter dated March 6, 2009, and received by the CAD board on May 27, 2009.

We, the Grievance Committee, acted to the best of our ability to identify the existing problems from the concerns and grievances that were listed by you and the petitioners.

Our ability to make the best possible recommendations was greatly hampered by the following facts:

- Absence of evidence. Evidence was requested by the Grievance Committee. We requested detailed information on the time, location, and date of your allegations. No evidence was presented by you or your petitioners.
- The petition signature sheet was requested numerous times but was not submitted. It had to be personally acquired from you at Denver Center of Independent Living (DCIL) office.
- At the hearing, you arrived late and walked out with your group of DCIL superiors after only a half hour start of the delayed hearing. As a result of your abrupt departure, a person once on your action team willingly took your place to continue with the grievance process for the sole purpose of our moving forward.
- At the following July 22nd meeting, you and one other petitioner were present but left half way through, offering no evidence or detailed explanations of your grievances. You appeared inconsistent and elusive about the e-mails that were sent to you requesting needed information. You denied receiving some key e-mails. One of the members of the Grievance Committee confirmed that a key e-mail was sent to you but you became elusive about it and offered no further explanation.
- We the Grievance Committee demanded that you submit copies of the videotapes that were recorded by one of your petitioners. You were also asked to do so but to date you have not.

In closing, we felt that you did not appreciate our effort for your due process and the time and effort we have expended on resolving this conflict. We did not have your full cooperation and participation in the procedures, in following the order of the proceedings, or in focus on the matters at hand.

We tried in all fairness to treat both parties, the CAD Board Members and you and the petitioners, with the respect and fair hearing both deserved. We, the Grievance Committee, feel that your conduct in resolving the issues you brought forth were not geared towards a positive and constructive solution.

Moving forward, we need to address and resolve issues of transparency and communication so this type of situation doesn't occur again. Please see the attached letter to the CAD Board and the Grievance Committee's recommendations.

Sincerely,

Noel Rivera, Chairman

For and on behalf of CAD Grievance Committee:

Peter DeHaas, Secretary

Julie Moers, ex officio

David Anthony

John Dickinson

Eric Fifer

Nathan Hoagland

Raymond Kilthau

Rob Loveless