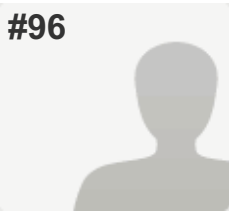


#96



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PAGE 2: About Agencies Scheduled for Study

Q1: Please share any comments, suggestions or concerns you may have about these agencies. Please note your responses may be included verbatim in a Committee report, which may be posted online.

Public Safety, Department of

See below for something that was externally documented shortly after an employee was run out of the Highway Safety Office. This is not the only instance of the workplace harassment and allegations of racism/sexism/ageism that ran through that division full-force during and after Ed Harmon was elevated to a leadership position (replacing a very popular, long-time, effective administrator that the agency brass decided one day they didn't like anymore). Look at the turnover numbers from just 2012-now and you'll see a clear pattern emerge - one that was not present before Dr. Harmon was made Assistant Director and Phil Riley/Director Smith were made Directors. "I've been praying for changes from my situation since last year. My compassion and trust in the workplace were gone. Ever since the previous year, subtle negative changes took place, like slow decaying of friendliness. Undertaking new challenges can be both frustrating and stressful. When leadership is uncertain which direction to take, but still belittles the subordinates on their errors, who is really wrong? Fire burns off the dross and exposes the true character of the metal. I began to see the real people underneath their masks. Variables that we may never know influenced the outcome of the workplace's environment. Deceit, vindictiveness, and static communication became apparent and morale was ignored. There is something to be said about a person standing at the end of the aisles to observe what time an employee comes in. They didn't realize that they were becoming bullies. It was either their way or go. Of course, selected employees were exempted which became the norm. My compassion and fire were replaced with distrust and discomfort. Distrust with some of the people in position and uncomfortable even being around them. I don't put much thought in rumors because most of the time they are not true. However, there is a saying "where's there is smoke there's fire" and

sparks can start very large fires. This fire was not going to subside until it accomplished its objectives. Rumor had it that the leaders wanted to replace a certain section of office personnel, break them, discourage them and run them off. I now question the lost reports and other irregularities. Temporarily, evil designs will bear fruit but "trouble don't last always." And eventually, their "deceit" will catch up with them."... And additional complaints around the same time: "I was at a point that I became distrustful and wary every day. That is an unpleasant and toxic environment. It was a cloud that resulted from circumstances of more than enough but was no longer be creative, have fun, be productive and treat internal and external partners with respect. The unspoken word was "Do it and I don't care how it gets done." I have learned that there will be those that will always be given a "special" treatment and their word will not be questioned despite the facts. In other words, everyone will not be treated equally...There are evil forces in high positions...and they will find ways, large or small, to distract you. We must realize those folks have given in to their earthly desires of selfishness. They have forgotten who put them in positions of authority and believe now only in themselves. They can neither forget nor forgive any trespasses. Their hunger for vindictiveness will not be satisfied until the hardship is completed. How many of us have seen this happen to others or ourselves?" Unfortunately this is not an isolated incident, and you won't get this kind of feedback on an exit interview form. Fear of reprisal keeps current employees from trying to do anything that may even slightly annoy the "leaders" in the agency. The executive leadership does not have time to step down off of their self-appointed pedestals and take responsibility for low morale, undeserved harassment, high turnover (often forced) and the state of fear and generally toxic environment they create, promote and uphold. Should employees really have to dread going to work every day because there is NO job security, for long-tenured employees or new employees – all because the "Leaders" are vindictive, manipulative, and high off of their own power? This goes to the top with Director Smith but is pushed into almost every division at the agency – OHSJP being a prime example.

PAGE 3: There are three questions seeking general information.

Q2: What is your age?

Prefer not to answer

Provide Input to the South Carolina House of Representatives' Legislative Oversight Committee

Q3: Which best describes your current role?

Former State employee of an agency under study by the House Legislative Oversight Committee (i.e., Comptroller General's Office, DOT, First Steps, DSS, DJJ, State Transportation Infrastructure Bank, School for the Deaf and Blind, Commission for the Blind, DPS, and Treasurer's Office)

Q4: In which county do you live?

Richland