

Menchaca, Symone

From: Marquez, Matthew G.
Sent: Monday, September 23, 2024 12:25 PM
To: kirkdouglas1122@gmail.com; Douglas, Kirk E.
Cc: Patricia Palafox; Menchaca, Symone
Subject: FW: Brief Statement

Hi Mr. Douglas, I received this e-mail from you. Not sure if you are just sending it to me as a copy – or whether you already sent it to anyone else.
Just in case, I am forwarding to Judge Palafox and Ms. Symone Menchaca (assisting the Civil Service Commission). See below.



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From: cozy1 <kirkdouglas1122@gmail.com>
Sent: Monday, September 23, 2024 10:45 AM
To: Marquez, Matthew G. <Marquezmg@elpasotexas.gov>
Subject: Brief Statement

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Kirk Douglas Brief Statement

I never said anything sexually offensive to the scorekeeper Sabrina Amor, we had normal conversations that pertained to her interest in the game of basketball.

She promised me her phone number after her bathroom break, it was never me pressing the issue.

I even tried to leave and go to check on the other gymnasium's games to make sure everything was going smoothly and she demanded that I stay by her side.

All of the evidence for her claim is he/she say. Her witnesses are my coworkers who don't like me because I voiced how I felt about being overlooked for a position to HR.

I read all of the witnesses incident reports and it's three women that claim I went to the other gym a week after our first time working together and directly stared at Sabrina making her feel uncomfortable. Those three statements didn't have any sufficient evidence.

Then when you look at Che Velasquez side of the story or Malachi Welch's story it says that they never noticed anything unusual when me and Sabrina worked together. Malachi recalls me going to the other gym to talk to and greet players that I know from Playing in other Men's Leagues together.

Considering Sabrina never directly told me I made her feel uncomfortable and the fact I never acted out sexually towards her, I feel as if the punishment was severe. None of those women were there that day and none of them can determine my intentions for checking on the other gym without considering the fact that I been doing these things before Sabrina came along as a scorekeeper. My witness Fernando Ramirez even mentioned in the hearing dating back on August 14th that our duties as recreation leaders includes supervising both gyms and that I had been executing the duties assigned to me by checking on the other gym the day I was accused of staring at Sabrina according to her witness's accounts.

In addition , I also want to mention how since the investigation has concluded and the punishment has been served; Sabrina is all of sudden comfortable being in my presence.

There has been instances where I'd be working in the opposite gym and she'd come over there to scorekeep and I would immediately leave because I don't want to be around someone who accused me of sexual harassment. I've been instructed to do so by Human Resources and I was following orders.

This whole process has put me in a financial crisis, almost losing my apartment, not being able to pay bills on time because of an accusation with no concrete evidence that I was punished for. A 10 day suspension with no pay impacted the whole month of June financially for me as both of my paychecks were affected that month. I have been through so much the last 5 to 6 months it has impacted my mental.

Insufficient Evidence

The investigation only included:gathering information from other employees who don't like me already because I'm African American which there is not many African American employees for the city, I'm treated differently and it's more difficult for me to succeed because of this unfair treatment.

It was easy for them to pick a side because it's already a divide in the City of El Paso's work community.

I have no criminal history, a full background of working with children yet I was still treated as someone who was guilty before I could prove that I was innocent.

In conclusion, I feel as since I'm black which isn't a dominant race out here in El Paso she tried to single me out because of my race.

Sent from my iPhone