

From: Adam Cohen <acohen@ui.edu>
Sent: Thursday, September 15, 2022 4:34 PM
To: Tony Beasley
Subject: Re: recent events - scistaff exploder

Good note

Given that and the violation of workplace conduct, I would support removal of the Emeritus Status, particularly given that the status is meant to be a benefit given to those of high standing..... We can discuss or present to the Board in Closed Exec Session. Without question, they would support our commitment to D&I and our actions to respond to the violation.

- Adam

On Sep 15, 2022, at 16:22, Tony Beasley <tbeasley@nrao.edu> wrote:

Responses planned for the Condon incident:

- I've dealt with the IT-level aspects (below)
- We will be releasing a note from all ADs to allemploy tomorrow, affirming our commitment to D&I (no mention of Condon)
- I have briefed the people mentioned in his manifesto that they are discussed, and provided them a copy of the doc. I don't know if he'll launch it, but they are forewarned. They were dismayed.
- I have seeded an effort in the scistaff to provide a widespread condemnation of Condon's actions/opinions, and demonstrate a firm D&I support.

What remains is HR/personnel related, specifically – do we curtail his access/benefits, etc. In discussion, we all felt he had violated the workplace conduct policy with his ad hominin attack on Faye. If he was an employee, I would have fired him today. More later on this.

TB

From: Scistaff <scistaff-bounces@listmgr.nrao.edu> **On Behalf Of** Tony Beasley via Scistaff
Sent: Thursday, September 15, 2022 4:06 PM
To: scistaff@nrao.edu
Subject: [scistaff] recent events - scistaff exploder

On September 14th there was an egregious use of the scistaff email list/exploder by a retired member of staff. The purpose of these topical email lists is to support professional communications between NRAO/GBO staff and our community, not for

expressing a set of negative highly-personal opinions about the Observatory mission or policies, or to disparage other members of the staff.

At my request, the scistaff email exploder was disabled to allow analysis of the situation. This email indicates the list is now reopened, however in future it (and all related lists) will be moderated by the AD/SSR, for all users. "Reasonable use" standards will be enforced. Violation of workplace conduct policies, including creating a hostile environment, will not be tolerated.

Email travels widely, and the actions of an individual can affect the reputation of the entire scientific staff and the organization overall. At this difficult moment, we might want to consider other messaging from the scientific staff that more accurately reflects our commitment to, and support for, each other, our students, and our communities.

Tony Beasley

NRAO