

## Text Responses Provided by Survey Respondents to Questions #9 and #10

**Question #9: If none of the answers for Question #8 applied to your situation, please provide a short description of why you did not report your attack.**

I was raped and beaten by a captain, who is also the chiefs son.

We were in rookie school. We all went out for a few drinks and went back to sleep it off. I was drunk and was forced to have sex with one while the other watched. They then took photos of me and I felt they had blackmail. It was never talked about again and he has since been promoted to training Captain. I do believe that he was sorry for what he did and it was evident when he returned the camera. I was 23 he was 35.

I was an explorer at the time and was young and naive. looking back now I can't believe it. I didn't report it because I thought he was just being funny and I didn't know any better.

Has a captain/IC that was verbal with me about sexual things, but he's afraid of my husband (USMC vs wimp) so it was s just a few questions and suggestions.

If any women reported any foul play they would have been bullied and made fun of and NEVER promoted. The man that bothered me bothered others as well. He retired 15 years ago.

Was not actual assault but inappropriate ...still considered assault. [He] Slapped my ass!

I felt it would get worse, but also felt I would suffer repercussions for stepping forward. I did eventually report the harassment, and my career has suffered since.

I was a volunteer and was afraid i would never get hired anywhere if I reported it. Females tend to get blacklisted in this area if they even think of reporting anything like this.

I also thought I would be blackballed in my career and be trashed for hire by other departments. Which so far having complained of less serious sexual and gender discriminatory practices has been the absolute truth. Happened not once in my career, but twice and in completely separate departments both also involving Human Resources department women directors playing a role in perpetuating the issues and the attack! You should allow multiple choices for question 7, I would have selected peer, first line supervisor, subordinate and senior manager!

Because as a female in the fire service, if you report something like this you get labeled and it follows you throughout your career. That's why we keep our mouths shut about the sexual harassment, the bullying, etc. Most of the time it would do no good to report it because nothing would be done anyways.

I finally reported after I was point blank asked by a Senior BC if I was being harassed.

He was also a cop and he was drunk, as usual.

I feared that my attacker who was my fire chief would continue to attack me, I was ashamed that nobody would believe me. I was young when I was attacked and didn't know what to do. So I did nothing.

[I] Was just afraid of lifelong repercussions.

Didn't want to ruin my chances on getting hired on a paid department. Didn't want to be seen as a trouble maker.

This attack came two days after a written reprimand that stated if I had any more problems that I would be disciplined or terminated.

I didn't report it because he said if I did, he would make sure I would be fired.....I was in my probationary year and was afraid of what everyone else would think including my then soon to be husband. Thank goodness he retired 2 years later so I don't see him anymore. It still bothers me to this day. Thank goodness I have a supportive husband who is also a firefighter who like me knows that there is a very slim chance that I could prove it now because the captain has a clean record and that was almost 7 years ago. I am just happy to move on and am so thankful for what I do have.

He threatened to tell lies and ruin my reputation if I said anything- I still said no and he did effectively tell lies and discredit my reputation, even to this day 17 years later.

Didn't want to bring attention to myself.

I was sexually harassed by a chief officer. The situation was witnessed by a fellow firefighter and he made the report.

My first assault happened by a training officer in the fire academy. I did not report that assault. He had been sexually harassing me for months prior to the sexual assault. He also physically assaulted me.

I did report it.

I didn't report the first 100 or more infractions but eventually it rose to the level of intolerance and I was forced to report it through all my available channels up to Federal Court. Incident is chronicled in my book, Firegal... Rising from the Ashes (available on Amazon.com).

I was not physically attacked, but I sustained verbal and emotional abuse...I was singled out, sexually harassed and had to endure a hostile work environment for the first 3 years of my career.

I was severely brainwashed, manipulated, coerced to believe the rape was a relationship.

At first it was not reported. I was in denial and thought it was my fault. Its hard to prove rape so i ignored it. And was raped more.

This person had a psychological hold on me that he purposely applied in order to control me and to make me fear him in every way.

I have had several over the years make advances. Most were peers, one was a Capt when I was a firefighter. I honestly had no clue what to do. There were no other women on shift to reach out to and I feared what would happen if I told.

I'm scared and am the only female on the department

**Question #10: If you reported your attack, what was the present day outcome?**

I didn't report it because I was still new to the department and had a feeling I wouldn't be taken seriously

He's been fired for similar issues not involving myself.

Litigation ensued. Settlement accepted. Terms to include non-discussion of the events by either party. Strangely enough it took me almost three years to find another position in the field.

I was kicked off the department by the town board! My rapist remains chief!

There were assaults and harassment, no attack (not minimizing). When I reported the harassment, I felt it was being taken seriously by the district chief, but it stopped there. There were no real repercussions, "the boys" turned it into a joke and I became "that woman" people didn't want to work with.

I did not report it...he has since been promoted and treats everyone horribly.

I did not report sexual assaults, yes that is plural! in the fire service but have reported lesser sex/gender discrimination and harassment numerous times in the fire service during my 32 year career and without fail it has resulted in retaliation, railroading, personal threats and personal attacks, discipline, poor evaluations, and termination with subsequent public and media attacks against my personal and professional competence. Basically it has ended my fire service career! I also remain in litigation and continue to be attacked by the system and the departments attorneys who are simply on a witch hunt for anything to trash me with and all the while the system demands that I must mitigate their damages for their breaking the law discriminating and harassing me and other women and them retaliating against me!

Despite the County Legal Dept. recommendation that the Lt. be demoted, he was given 3 days off without pay and not allowed to work OT for 6 months. He maintained his rank and after retirement, was hired back on as an instructor. The Senior BC that I reported this incident to, told me that I had hurt him nearly as bad as if he had lost a FF on shift at an incident.

They did nothing about it.

If I had reported the attack the chief would likely be fired and I would have been able to file criminal charges against him.

I have never spoken of the attack. I have also endured my Chief Officer repeatedly touching me and speaking to me about my good looks.

The chief officer was relieved of his duties. I left the department shortly after for another department. This situation happened approximately 13 years ago and that chief officer is now one of that department's trustees.

Recently, I was assaulted by a fire fighter (co-worker) with ten years on the job and reported it to the police. The city is still investigating.

I filed a lawsuit.

I won [my lawsuit] in Federal Court where my department settled for \$500,000.

I reported all of this to the Fire Chief and I was told that it was a "communication problem" and I was transferred to a different shift. I did not let it beat me...the outrage of being unheard and punished for doing the right thing was egregious. Now I am the Fire Chief of a medium size career department and nothing like that will EVER happen to ANY of my employees. If we are not advocates for stopping harassment, we are guilty.

I was personally released from the department and have not been in the fire service since. I work now and then part time for a private service ambulance company for we are not stationed in fire houses etc. its just to keep my certs active. I lost my love for the fire service.

Ultimately when things started coming to light after several members complained of the issues of neglect by the chief I was asked to step forward and speak w counsel. When the chief found out I had he resigned immediately.

Nothing was done. I was told I brought it upon myself.

At first a slap on the wrist and the chief wanted him to apologize to me. I wrote a grievance quoting all the SOGs that were violated and an investigation was launched. The fire fighter resigned but first asked "if there was anything he could say or do to make this go away".

He was spoken to from what I understand. He still continues to make sexual advances to others with no repercussions. He has gotten easier on me.

After I reported it I was ousted by my dept. Still under investigation.

I did not report my attack and the offender has left the department because as I became stronger he feared that I would report his hostile activities.