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6 CITY OF SPOKANE ETHICS COMMISSION
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8 ALEXANDER J. SHOGAN, JR.

9 Complainant,

10 vs.

11 DAVID CONDON, MAYOR OF THE
12 CITY OF SPOKANE,

13 Respondent.
14

DECLARATION OF CARLY
CORTRIGHT

15
16 Carly Cortright, under penalty of perjury under the laws of the State of Washington, states
17 and declares as follows:

- 18 1. I am over 18 years of age and am competent to be a witness herein.
19
20 2. I have personal knowledge of the facts set forth in this Declaration.
21
22 3. I have read the Amended Sworn Complaint filed by Alexander J. Shogan, with
23 the City of Spokane Ethics Commission (attached as Exhibit A hereto).
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25 4. Paragraph D of Mr. Shogan's Amended Complaint alleges that I brought to
26 Mayor Condon's attention or to the City's attention in August 2013 a Complaint regarding
27 former Spokane City Policy Chief Frank Straub's behavior in the workplace.
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DECLARATION OF CARLY CORTRIGHT - Page 1

Evans, Craven & Lackie, P.S.
818 W. Riverside, Suite 250
Spokane, WA 99201-0910
(509) 455-5200; fax (509) 455-3632

1 5. Mr. Shogan's Amended Complaint alleges, directly or indirectly, that I made a
2 formal or informal complaint regarding Mr. Straub's behavior as directed towards me when I
3 was employed at the Spokane Police Department.

4 6. Chief Straub did engage in inappropriate behavior, including the use of
5 sexually charged language, when I worked for the Spokane City Police Department including
6 remarks directed at myself and my job performance. This behavior was inappropriate and
7 unwelcome. However, I never made any kind of complaint, formal or informal, verbal or
8 written, to anyone at the City of Spokane regarding this behavior, nor did anyone else on my
9 behalf.


10 7. After Chief Straub's resignation I decided to come forward with my concerns
11 regarding the behavior I witnessed while an employee of the Spokane City Police Department
12 and have now filed a complaint.

13 8. Mr. Shogan's allegation that Mayor David Condon knew of Chief Straub's
14 misbehavior or inappropriate treatment of me in August 2013 is incorrect because I never
15 reported Chief Straub's behavior to anyone until after Chief Straub resigned.

16 9. Mr. Shogan has never asked me when I first complained regarding Chief
17 Straub's behavior.

18 DATED at Spokane, Washington this 19 day of January, 2016.

19 By:

20 
21 Carly Cortright

22 DECLARATION OF CARLY CORTRIGHT - Page 2

23 Evans, Craven & Laokie, P.S.
24 818 W. Riverside, Suite 250
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26 (509) 455-5200; fax (509) 455-3632
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28
29
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Re: Carly Contwright
King's Exhibit #3

**INVESTIGATIVE REPORT
RE: THE RESIGNATION OF
FRANK STRAUB**



And at the end of the day, it was sort of like, I have a job. I'm away from him. I – I don't—no one is going to believe me. I mean, which I think the crux of this whole investigation is, it's the chief. He's the hand-picked chief by the Mayor, and me going and saying that he treated me this way and said these things, nothing is going to happen. And I have a job. It's paying the same. I'm going to – I'm going to let it go.

(Cortright Tr. 78).²⁹ Ms. Cortright said that even though she didn't file an "official" complaint, she did have informal conversations with Ms. Muramatsu, Ms. Lowe, and Ms. Jacobson about Straub's behavior.

Ms. Cortright's Conversations with Ms. Muramatsu

Ms. Cortright said not long after she transferred to City Hall, possibly November 2013, she had coffee with Ms. Muramatsu and the topic of her transfer came up. Ms. Cortright said a lot of people were surprised by the move, including Ms. Muramatsu. Ms. Muramatsu told Cortright that she was alarmed at how Chief Straub treated female employees in the department. Cortright didn't recall that Ms. Muramatsu shared any details and Ms. Cortright didn't recall asking for any.

Ms. Cortright's Conversations with Ms. Lowe and Ms. Jacobson

Ms. Cortright informed the investigator that she, Ms. Lowe, and Ms. Jacobson were part of a group of City employees who socialized outside of work from time to time. Ms. Cortright said there were times that the conversation turned to Straub and that she shared information about her negative experiences.

Heather was aware of some of the treatment ... the belittling. The ... getting upset with me about when I would tell him no. I don't think I ever referred to the gender discrimination because she was part of that. I mean she's the one that designs the job specs. You know, I mean, she's complicit to that extent. And that's her job as the HR director, to make the department heads happy.

(Cortright Tr. 87).

Ms. Cortright also said that during one of their after-hours gatherings, she learned that Ms. Lowe's husband had told Ms. Lowe that he learned in the Academy that if you tell the Chief "no" you get "Carlied," meaning you get transferred or terminated.

[I]t came up that (Ms. Lowe's husband) was having lunch with Dave Overhoff, who is a sergeant out there (the Academy) who is – I would consider a friend of mine. ... That Dave had told [Ms. Lowe's husband] that ... he basically had warned him. You don't want to tell the chief no or he will Carly you was how ... Heather explained it to me.

²⁹ Ms. Cortright also expressed the view to the investigator that she thought Chief Straub was an equal opportunity abuser; she did not believe his mistreatment of her was gender-based. (Cortright Tr. 86).

(Cortright Tr. 90-91). Ms. Cortright believed these conversations with Ms. Lowe occurred in 2014. She said Erin Jacobson also attended these after-hours social events, and sometimes they devolved into "bashing on the chief." (Cortright Tr. 92). Ms. Cortright said the group eventually disbanded and they have not gotten together since September 2015.³⁰

Ms. Lowe's Response to Ms. Cortright's Statements

Ms. Lowe acknowledged participating in after-hour social outings that included Ms. Cortright and at times, Ms. Jacobson (and others). It was "just friends getting together having drinks." (Lowe Tr. 143-44). Ms. Lowe said the group sometimes engaged in informal, off-the-record venting about working for the City.

Ms. Lowe confirmed that Ms. Cortright talked about her experiences with Chief Straub during those informal dinners. Similar to Ms. Cortright, Ms. Lowe recalled that those discussions occurred in 2014, and included Ms. Cortright sharing her belief that she was transferred from the SPD because she got on Straub's bad side. Ms. Lowe denied using the term "Carlied" with Ms. Cortright and believed it was a term used only by Ms. Cortright. Even so, Ms. Lowe said it became very clear that Ms. Cortright had some very bad feelings about why she felt she was moved out of the police department,

Ms. Lowe also shared, somewhat reluctantly, that she was aware from several sources, including her husband, that many people tried to keep their heads down to stay off of Chief Straub's radar, and intentionally tried to work in locations away from Chief Straub, saying there is a "feeling of protection to know we're arm's length away." (Lowe Tr. 144). Despite knowing this information, Ms. Lowe said nothing that was discussed at those informal gatherings or that she learned from her husband and others created any red flags for her. And if there had been red flags at the time, Ms. Lowe said she would have referred the issues to others because she had recused herself from all police matters during the time that her husband worked in the department.³¹ Ms. Lowe had no recollection of ever having referred any issues to other City staff regarding Chief Straub.

viii. Chief Straub used vulgar and demeaning language in reference to Ms. Cortright.

Capt. Torok and Lt. Walker both reported that Chief Straub made inappropriate and vulgar comments about Ms. Cortright.³² Ms. Lynds also reported that Chief Straub made

³⁰ Ms. Cortright said this group tried to get together twice a month. The group included those identified and several members of the fire department. Occasionally other HR employees joined the group, including Chris Cavanaugh and Meghann Steinolfson.

³¹ Ms. Lowe formally recused herself from participating in labor negotiations with the Guild while her husband was employed with the SPD, but otherwise, Ms. Lowe was heavily involved in a number of police matters, including hiring, promotions, demotions, reorganizations, and overseeing an investigation of Ms. Cotton in 2014.

³² In an after hours conversation, when Ms. Cortright was still a member of his executive team, Straub told Walker and Torok that the only reason Ms. Cortright gets anything is because of her "big t*ts." (Walker Tr.