

September 21, 2021

To: East Providence City Council  
From: Dylan Conley, Esq.  
Assistant Solicitor,  
City of East Providence Solicitor's Office

Re: Production of Investigation Report  
Clerk's Public Allegations

Honorable Members of the East Providence City Council,

Please find attached redacted<sup>1</sup> copies of the following:

1. "Public Comment Allegations Responsive Research"
2. "Review of the Record Summary of Travel and ADA Requirements"
3. "Review of the Supportive Documentation Providence [*sic*]<sup>2</sup> by Samantha Burnett"

As verbally presented the evening of September 7<sup>th</sup>, 2021, the investigation of the written record concluded:

1. All of the Clerk's allegations that the City acted in an improper manner are false.
  - a. See "Public Comment Allegations Responsive Research"
2. The record shows a repeated pattern of the Clerk making claims and then failing to substantiate them.
  - a. See "Review of the Record Summary of Travel and ADA Requirements"
3. The documents provided by the Clerk in support of her claims actually prove the Clerk's claims are false.
  - a. See "Review of the Supportive Documentation Providence [*sic*] by Samantha Burnett"

My review of the record made available to me based on my document requests to the Solicitor's Office, EEO/AA Office and HR Department showed a pattern whereby the Clerk weaponized complaint processes against fellow City personnel and then failed to provide any evidence to substantiate her claims. Based on my review of the record, the public comment the Clerk provided on September 7<sup>th</sup>, 2021 is another example of the Clerk's pattern of making false allegations.

---

<sup>1</sup> The redactions are limited to those necessary to provide privacy regarding the identity of third parties and a third party's health history as well as some language that is strictly legal analysis and not a review of the written record

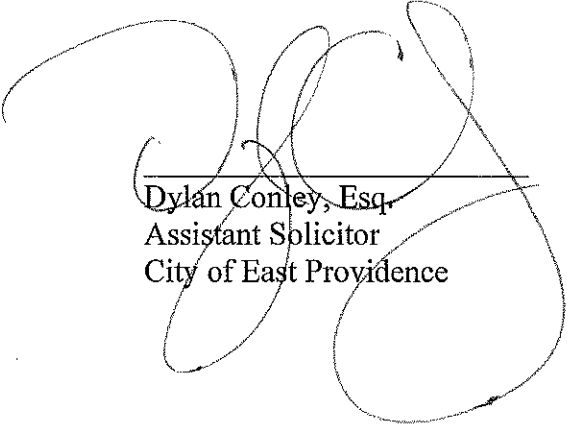
<sup>2</sup> I apologize for spelling and grammatical issues that appear in the documentation. Due to its sensitive nature, I did not rely on my standard supportive staff for proof reading and regrettably it shows. The intended word is "Provided"

The following items were highlighted in my report:

- a. There was a particularly notable incident whereby the Clerk demanded that a meeting be scheduled, but when the City responding to her demand for a meeting by making asking the Clerk when she was available to meet, the Clerk suddenly, falsely claimed the meeting had already occurred.
- b. While the Clerk has consistently stated in public that she has been discriminated against because she is a person of color, the record indicates that her actual, consistent and predominant discrimination complaint is that she is treated unfairly because she is not Portuguese.
- c. While the Clerk has consistently stated that her only ADA reasonable accommodation request was for a form, the actual reasonable accommodation request does not include a form but it does include approximately twelve (12) specific accommodations.
- d. While the Clerk claims the Administration refused to use the form in question, that is misleading to the point of inaccurate. In reality, the Administration actually suggested that different personnel within the Clerk's Department, which is within the Administration, make use of the form. The truth and apparent origin of the "form" dispute is that the Clerk wants a specific person to fill out the Clerk's form, but that person has said the form is personally difficult for them.

The following is a guide for using the report, as was discussed verbally on September 7<sup>th</sup>, 2021:

1. "Public Comment Allegations Responsive Research"
  - a. I have summarized the Clerk's allegation in standard font with specific reference to the time stamp from the publicly available YouTube video footage of the Clerk's Public Comment
  - b. My review of each allegation follows in bold and underline
    - i. My review is based on hundred of pages of e-mail correspondence and documentation which I summarized by dated citation to the documents in question throughout "Review of the Record Summary of Travel and ADA Requirements"
2. "Review of the Record Summary of Travel and ADA Requirements"
  - a. Every single conclusion in this report is directly cited by date reference to the source material in the Summary of Travel
  - b. My review of the ADA Requirements relied upon the United States Equal Employment Opportunity Commission's enforcement guidance specific to reasonable accommodation requests.
    - i. It is supported by the cited summary of travel within the same document
    - ii. It references the sections of the EEOC guidelines relied upon therein
3. "Review of the Supportive Documentation Providence [*sic*] by Samantha Burnett"
  - a. This is first a summary of the documentation provided to me by the Clerk upon my written request for evidence in support of the claims she made during Public Comment. As presented and of note, after my review of the documents, I made a second subsequent written request to the Clerk for any other documents in support of the Clerk's public allegations, but I received no response.
  - b. The report continues as an exact copy of the Clerk's cover letter and supportive documentation. The cover letter and supportive documentation have my handwritten notes on them as such were presented to the Council during executive session on 9/7/21.
    - i. The individually encircled numbers on the top left hand side of the cover letter correspond to the encircled numbers below which identify the e-mail threads provided by the Clerk.
    - ii. The notes on the individual email threads are the responsive analysis to what it appears the Clerk is alleging within the cover letter.
      1. To review the veracity as to each claim in the Clerk's cover letter, please refer to my handwritten notes on the body of the corresponding email thread.



Dylan Conley, Esq.  
Assistant Solicitor  
City of East Providence

