

CONFIDENTIAL INVESTIGATIVE REPORT: LOS MEDANOS COMMUNITY HEALTHCARE DISTRICT

Executive Director Lamar Thorpe

Submitted April 12, 2022
Lisa Banayat, PI LIC #188065

CONTENTS

Introduction.....	3
Executive Summary.....	3
Methodology.....	3
Analysis and Findings.....	4
Allegation #1.....	4
Allegation #2.....	5
Allegation #3.....	6
Witness Advice.....	8
Witnesses Interviewed.....	8
Interview Summaries.....	9
Exhibits.....	29

Introduction

On September 15, 2021, Public Safety Advisor Lisa Banayat was designated to conduct an investigation of allegations of sexual harassment based on written complaints by two employees. The initial information that served as a basis for this investigation was provided verbally by Bobbi Bennett of Regional Government Services (RGS).

Executive Summary

On September 3, 2021, Jocelyn Munoz of the Los Medanos Community Healthcare District (LMCHD) authored a letter to Patt Young, the President of the Board of Directors of LMCHD alleging she was subjected to hostile work environment and harassment during the course of her employment with LMCHD. Several of her allegations pertained to Executive Director Lamar Thorpe. On September 7, 2021, Jasmine Cisneros of LMCHD authored a letter to Patt Young, alleging harassment and inappropriate conduct by Thorpe.

Attorney Gary Bell, representing LMCHD, agreed to have Investigator Lisa Banayat (PI LIC #188065) of RGS conduct the investigation. RGS began conducting interviews which did show that Thorpe's behavior towards Munoz and Cisneros was inappropriate.

Methodology

The following methods were employed to conduct this investigation:

The investigation was initiated on September 24, 2021. In person interviews with the complainants were recorded and conducted at the Ironhouse Sanitary District conference room, 450 Walnut Meadows Drive, Oakley, CA. An in-person interview with the respondent was conducted at the LMCHD board room at 2311 Loveridge Road, Pittsburg, CA.

The following documents were provided by the parties involved and reviewed by the investigator.

The following was received from Jasmine Cisneros:

- Text messages dated July 12 and 22, 2021 between Cisneros and Thorpe

- Screenshots of Facebook message with Thorpe's comments from July 27, 2021
- Text messages between Thorpe, Cisneros and Munoz dated August 31, 2021 and September 1, 2021

The following was received from Jocelyn Munoz;

- Text messages from between Thorpe and Munoz dated June 11 ,2021
- Text messages in a group which included Thorpe, Munoz, Cisneros, and

The following was received from Lamar Thorpe's attorney Kevin Sullivan:

- Letter dated September 3, 2021 from Thorpe to Sullivan
- Emails from December 21, 2021 and December 23, 2021 between investigator and Sullivan
- Signed Lybarger admonition for Lamar Thorpe

These documents are attached as exhibits.

Analysis and Findings

The following findings have been prepared based on the information collected during interviews with the complainant and witnesses, and a review of the documents/materials collected during the investigation.

Allegation #1: On June 11, 2021, Executive Director Lamar Thorpe grabbed Jocelyn Munoz bare leg while they were at a bar, and commented that it was sexual harassment.

This allegation is sustained.

After carefully reviewing the statements and documentation provided, including those from the witness and the complainant, there is sufficient evidence to support this allegation.

In Munoz' written complaint and in her interview with the investigator, Munoz said she was just getting off work around 3:00 p.m. on June 11, 2021. Thorpe invited her and her boyfriend, _____, to hang out via text. Munoz said she had to go home first, and later received a text at 4:35 p.m. from Thorpe asking where she was. Munoz said she would be on her way. Munoz later provided the text message which is attached as an exhibit.

When Munoz and _____ arrived, Thorpe already seemed like he had a few drinks and was talking to other people at the bar. A short time later, Thorpe walked over to Munoz and stood between Munoz and _____. Munoz was wearing knee length pants, and her calf was bare. Thorpe reached down and grabbed Munoz's calf with his hand. Thorpe said, "This is sexual harassment I should stop." Munoz said, "Dude, what the hell, why are you being crazy?" Thorpe said, "I shouldn't have done that" then walked away. Munoz believed Thorpe was drunk because he was super animated, chummy with everyone, and loud. Thorpe had invited Munoz and others to come to his house for karaoke. Munoz and _____ got into their car, and once in the car they had a conversation about Thorpe's inappropriate behavior. Munoz texted Thorpe that she wasn't feeling well at 7:46 p.m. because she did not want to attend karaoke.

Munoz' statement is corroborated by the text messages provided. The text string (attached as exhibit) shows Thorpe texting Munoz, "What happened to you all you." At 4:35 p.m. A later text from Munoz to Thorpe at 7:46 p.m. reads "Hey!! We're not gonna make it I'm not feeling well have fun!" followed by a microphone emoji.

_____ statement is consistent with Munoz. _____ saw Thorpe's hand go straight down to Munoz's leg. Munoz's calf was exposed below the knee, and Thorpe squeezed her calf muscle on her bare skin. As he squeezed Munoz' calf, Thorpe said, "This is sexual harassment by the way I should stop." _____ looked at him and his eyes got wide because he couldn't believe what he just saw. _____ was confused and annoyed, but didn't want to make a scene in the restaurant. _____ was concerned because Thorpe is the Mayor and didn't want to jeopardize his job or Munoz' job.

During Thorpe's interview, he denied the incident. Thorpe did not have a recollection of going to La Plazuela on that particular date, and said when he went there it was for meetings that included Munoz. Thorpe also stated that events with LMCHD office staff were organized by _____. However, _____ stated she did not organize or attend any after hours events with LMCHD staff. _____ said there have been no team building events with LMCHD staff due to pandemic, and it would have been her responsibility to schedule them.

Allegation #2: Executive Director Lamar Thorpe made inappropriate comments to Jocelyn Munoz.

This allegation is sustained.

After carefully reviewing the statements and documentation provided, including those from numerous witnesses and the complainant, there is sufficient evidence to support this allegation.

During Munoz' interview, she stated while at work, Thorpe often commented about dating. Thorpe made comments that he needed to get laid, and discussed sexual encounters while at work.

Cisneros' statement provides corroboration that Thorpe discussed his marital status with Cisneros in the office. Cisneros said Thorpe asked her to read a letter he wrote to his ex-wife.

Thorpe denied making any statements about his personal life to Munoz or Thorpe.

Allegation #3: Executive Director Lamar Thorpe made inappropriate and vulgar comments to Jasmine Cisneros, then grabbed her buttock, while at a work conference in Monterey.

This allegation is sustained.

After carefully reviewing the statements and documentation provided, including those from the witness and the complainant, there is sufficient evidence to support this allegation.

Cisneros said while at a work conference in Monterey, she met Thorpe, Munoz and [redacted] for drinks. While returning to her car, Thorpe commented that he wanted to "drill her down" and that her "ass looked fat in those jeans." Thorpe then grabbed her buttock. Cisneros said this behavior was unwanted and offensive. During Cisneros' interview, she was

Munoz and [redacted] were walking behind Thorpe and Cisneros. Munoz said she observed that Thorpe was walking in a zig-zag fashion consistent with alcohol consumption, and was "hanging on" Cisneros. Munoz confirmed that Cisneros was upset immediately afterward, and asked Munoz and [redacted] to walk her to her room.

[redacted] also corroborated Cisneros statement. [redacted] said he saw Thorpe consuming alcohol, and supported Munoz statement that Cisneros asked them to walk her to her room. [redacted] said although he was not watching closely when Cisneros and Thorpe were walking in front of him, [redacted] has observed Thorpe get "handsy" when he drinks. [redacted] said he witnessed another occasion where Thorpe was drinking and grabbed Munoz by the leg.

Other documented behavior by Thorpe is consistent with this incident. On July 27, 2021, Cisneros posted a photo of herself on Facebook and Thorpe commented, “Hey good looking” followed by the “heart-eye” emoji. Cisneros provided a screenshot of this interaction which is attached to this report. Cisneros said she was upset about this as was . Thorpe later commented about it at work and said he should remove the comment, but he did not.

Thorpe denied that he touched Cisneros at any time, and denied he made any inappropriate comments to her. In fact, he stated Cisneros commented to him that “It’s yours if you want it” implying she would be willing to engage in a relationship with him. Thorpe said upon returning from the conference, he immediately reported this to Patt Young. However, both Thorpe and Young agree that Thorpe only said an uncomfortable situation occurred and Thorpe did not provide any details. Thorpe and Young discussed Thorpe writing a letter to booking Rhonda Burk or the district’s attorney Gary Bell.

Thorpe did neither. In his interview, he stated he sent a certified letter describing the circumstances to his personal attorney, Kevin Sullivan. Sullivan later produced the letter, which is attached as an exhibit. Proof of certified mail was not provided. When asked again by the investigator for the certified mail receipt and relevant text messages, Sullivan replied he received the letter via United States Postal Service. No text messages from Thorpe were received.

WITNESS STATEMENTS

Witness Advice

At the beginning of each interview, all interviewees were advised of the following:

1. The investigator was a neutral fact finder investigating a complaint on behalf of the Los Medanos Community Healthcare District.
2. The investigator would both record the interview and take notes during the interview and based on the recording and notes, would prepare a summary statement to be included as part of the final report.
3. The parties interviewed were asked not to discuss the subject matter of the interview with other employees. They were all advised that they had a right not to be retaliated against for participating in this interview process and/or for making the original complaint. They were advised to report any suspected retaliation to their supervisor or Human Resources personnel.

Witnesses Interviewed

NAME		TITLE	DATE
Jocelyn Munoz	Complainant	Interim Outreach Specialist	October 8, 2021
Jasmine Cisneros	Complainant	Community Outreach Specialist	October 8, 2021
	Witness #1	Non-employee	October 12, 2021
	Witness #2		October 29, 2021
Patt Young	Witness #3	Board Chairperson	November 5, 2021
Dannisha Owens-Marsh	Witness #4	Board Member	December 27, 2021

	Witness #5		December 28, 2021
	Witness #6		January 6, 2021
Lamar Thorpe	Respondent	Executive Director	October 29, 2021

Interview Summaries

Jasmine Cisneros

On October 8, 2021, at 9:30 a.m., a recorded interview was conducted with Jasmine Cisneros at the Ironhouse Sanitary District conference room in Oakley, California. Cisneros is a Community Outreach Specialist and has been with LMCHD since January of 2020. Cisneros identified herself as . Cisneros also stated she is married .

On October 8, 2021, at 9:30 a.m., a recorded interview was conducted with Jasmine Cisneros. Cisneros is a Community Outreach Specialist with the Los Medanos Community Healthcare District. She has been with the district since January of 2020. Cisneros identified herself as

Cisneros said she first met Thorpe when she applied for a job with LMCHD. She was scheduled for an interview about a grant. Cisneros was connected to LMCHD through a grant she had received. She was supposed to meet him at the office, but she did not have a car at that time. Thorpe offered to pick her up at her home. Cisneros thought it was strange, but agreed to it. They had a conversation about the grant, then Thorpe told her he had an opening at LMCHD. Thorpe hired her on as an employee.

A couple months after she was hired, Cisneros was seated in Thorpe’s office. She was talking about , and became slightly upset. Thorpe shut the door to his office and walked over to her and said, “Come here.” Cisneros stood up and Thorpe gave her a hug. Cisneros described it as a full-frontal prolonged hug. Thorpe rubbed her back and said, “It’s going to be okay.” Cisneros was shocked because Thorpe is her boss and they weren’t friends. Cisneros pulled away and left the office right afterwards. Cisneros did not say anything to him because she was shocked. Cisneros said they were not friends and she felt very uncomfortable with this unwelcome hug. Cisneros said the office doesn’t have windows and she doesn’t believe anyone

witnessed this incident. _____ and _____ were working in the outer office at the time. _____ no longer works there.

In March 2020, Thorpe confided in Cisneros about his marriage and asked her to read a letter he wanted to send to his ex-wife for her birthday. Cisneros described the letter as a personal and emotional apology. Thorpe asked her what she thought of the letter and Cisneros told him it was good. Cisneros was uncomfortable discussing this personal issue with Thorpe. Thorpe then asked Cisneros to call a location and ask for his wife to determine if she was at a particular location. Cisneros doesn't remember the location, but Thorpe gave her the number to call.

Cisneros did not see Thorpe throughout the rest of 2020 due to the pandemic.

Thorpe suggested Cisneros become his Facebook friend to gain access to a work page. On July 27, 2021, Cisneros posted a photo of herself on Facebook and Thorpe commented, "Hey good looking" followed by the "heart-eye" emoji. This made Cisneros very uncomfortable and she showed _____ agreed it was not appropriate for her boss to comment in that manner. Cisneros showed the photo to the investigator, and provided a screenshot of this interaction which is attached to this report.

The next day at the office, Thorpe commented on the post to all their colleagues. Thorpe said, "Hey Did you all see Jocelyn's picture on Facebook last night? She was looking good last night and I put a comment on there and I don't know what _____ thought." Cisneros told Thorpe, _____ didn't think it was appropriate." Thorpe replied, "I gotta take that down" then went to his office. Thorpe did not take the comment down.

Thorpe did not ask about _____, and would refer to her as Mrs. Cisneros in meetings. Single women at work were addressed by their first name. Cisneros never confided in Thorpe about anything personal, or about her relationship with _____.

Thorpe frequently asked the work group if they wanted to go out after work and get drinks. Cisneros never went out with the group because she wanted to maintain a professional relationship with everyone. Cisneros also has _____ volunteers in the community, and doesn't really have time. Cisneros was aware that others went out after hours with him, and that he had friendships with them outside of work.

On August 30, 2021, Cisneros went to a California Special District Association (CSDA) conference in Monterey. She had a very busy day, so she was arriving later than her colleagues. Cisneros texted Munoz to ask how things are going and where to meet them. Munoz told them which bar they were at, and Cisneros joined them at approximately 9:45 p.m. Cisneros did not recall the name of the bar. When she arrived, Munoz, _____, and Thorpe were there. It appeared

to Cisneros that they already had several drinks. Thorpe said, "Let's all get a round of shots!" Thorpe ordered a round of tequila shots. Thorpe was not acting the same as she was used to, because he was saying vulgar things. Thorpe said that " " and " " regarding something that happened in Antioch. Thorpe was using the terms to " " that he didn't approve of. Cisneros is not sure what he meant by his comments, because he wasn't talking about anything in particular. Cisneros was shocked because he is the Executive Director, and making these comments. Thorpe's speech was slurred, and his tone was louder than usual. Cisneros and Munoz tried to change the subject, and then suggested they leave the bar. " " and Thorpe suggested one more bar to end the night, so Cisneros drove them to the next place. " " said he "wanted to get fucked up" and ordered a round of shots.

As they left the bar and walked to Cisneros' car, Thorpe and Cisneros were walking side by side, Cisneros on his left, in front of " " and Munoz. Thorpe leaned into Cisneros and put his arm around her. At this point in the interview, Cisneros became emotional and had to take a break from the interview. She said Thorpe said things to her she never thought a boss would say to her. Cisneros could not repeat what he said and said she wrote it down. She showed what she wrote to the investigator. Thorpe said "I want to bend you over and drill you down so hard. Your ass looks so fat in those jeans."

Cisneros said Thorpe was not talking loudly, but in a normal voice. As he was saying these things, Thorpe moved his arm down around Cisneros' waist, then grabbed her left buttock with his left hand and squeezed it. Cisneros said, "No, no, I'm married!" and pulled away while pushing him with her elbow to create some space. Thorpe kept repeating that he wanted to drill her down. As they got to the car, no one said anything. The car ride back to the hotel was quiet. Munoz was seated behind Cisneros. As they arrived and were exiting the car, Cisneros looked at Munoz and said, "Please, I need you to walk me back to my room." " " and Munoz walked Cisneros back to her room. That is when Cisneros discovered that Thorpe was in the room next to hers. Thorpe opened his door and peeked out to see who was in the hallway. Cisneros went into her room and locked the door. Cisneros said she was sitting on the edge of her bed, frozen. She called " " what happened. Cisneros said she wasn't sure if she should stay at the conference or if she was safe. Cisneros decided to stay.

The next morning, Cisneros received a call from Thorpe about 7:45 a.m. He asked Cisneros to come to his room. She knocked on his door, and walked straight past him to the window away from Thorpe. Thorpe said, "What happened yesterday was inappropriate, it won't happen again." Cisneros said, "You're right, it was not appropriate. Let's go to breakfast." Cisneros said she just wanted to get out of the room as soon as possible. Cisneros said that was the last conversation she had alone with Thorpe.

Later the same day, Thorpe, Munoz, and Cisneros were at lunch. They were talking about the topics available at the conferences and sexual harassment was one of them. Thorpe laughed and said that he should probably go to that after last night. No one else laughed. Cisneros did not think it was funny. Cisneros and Munoz did attend the Sexual Harassment training, but Thorpe did not. Cisneros and Munoz began talking about all the incidents with Thorpe.

That evening, _____, Munoz and Cisneros went to dinner down the street from the hotel. Thorpe texted and asked if they were going to the conference reception. (Cisneros later provided the text messages which are attached as an exhibit.) Cisneros and Munoz did not respond to his text. A short time later, Thorpe walked by them. Thorpe “flipped them off” and commented about them “being haters” and not inviting him to their dinner. Cisneros couldn’t tell if Thorpe had been drinking, but she did not think Thorpe was joking. His expression was serious. Cisneros said they are not friends, and he is the executive director, and she did not think his behavior was appropriate. _____ commented, “That’s not cool.”

The next day September 1, 2021, they hadn’t seen him all day. In the afternoon, Thorpe texted them asking them to go drinking. Thorpe asked if they wanted to go to _____ house. Cisneros had never met _____ and didn’t understand why he’d want to go there. Munoz responded but Cisneros did not respond to the text. Cisneros provided the text that is attached as an exhibit. Cisneros, Munoz and _____ went to dinner that night and did not see Thorpe.

The last day of the conference, Cisneros saw Thorpe and Munoz at breakfast. The only empty seat was next to Thorpe. Also present were Patt Young and Dennisha Owens-Marsh, board members from LMCHD.

When Cisneros was driving home after the conference, she was very upset and

Cisneros had _____. She said it was really hard. Cisneros was concerned about what she was feeling, and how

Cisneros was also concerned about her job. At this point, Cisneros _____ and asked to take a break in the interview. Cisneros said it was very hard to work and despite being told she did not have to report to Thorpe, he has sent her emails. Thorpe has not attempted to discuss anything with her since she filed her complaint.

Cisneros said the only other person harassed by Thorpe that she is aware of is Munoz. Munoz told her about her own experience with Thorpe. Cisneros said Thorpe always appears to be “hunting” or looking for female companionship. At the conference, he saw a woman he felt was attractive. Thorpe said to Cisneros and Munoz, “I should go to lunch with her!”

Cisneros said her other area of concern is Thorpe's work ethic. Cisneros said Thorpe would make her the acting executive director. She would get paid a normal wage attending extra meetings and doing extra work while Thorpe was doing other things. Cisneros said the district is on auto-pilot and there is no one at the captain's seat right now. Thorpe has been largely focused on his mayorship in Antioch. works for both LMCHD and Antioch. Much of the time, Thorpe and are working on issues pertaining to Antioch. Cisneros said Thorpe is rarely working on things pertaining to LMCHD. Cisneros provided text messages where Thorpe asked her to fill in for him as executive director. Cisneros had no prior experience as an executive director. Cisneros said Thorpe is supposed to be at LMCHD full-time, but is rarely there.

When asked if she had anything to add, Cisneros said she feels she has been taken advantage of in the workplace and not protected by anyone. Cisneros said she needs to stay cautious in all regards and it's very stressful for her to get her job done. Cisneros also named as someone who may have witnessed some of the unprofessional comments made by Thorpe in the workplace.

Credibility assessment

Cisneros answered all questions completely and without hesitation. Cisneros was appropriately emotional when describing events. She provided text messages and screenshots of her Facebook account which corroborated her statement.

Jocelyn Munoz

On October 8, 2021, at 11:39 a.m., a recorded interview was conducted with Jocelyn Munoz at the Ironhouse Sanitary District in Oakley, California. Munoz is an Interim Outreach Specialist and was hired on October 1, 2020. Munoz stated she recently gave her two-week notice to end her employment with LMCHD, due in part to the circumstances surrounding her complaint. Munoz identified herself as .

Munoz said she has been with her boyfriend

Munoz said the incident she reported in her written complaint was on Friday, June 11, 2021. Munoz said she was just getting off work around 3:00 p.m. and Thorpe invited her and to hang out via text. Munoz said she had to go home first, and later received a text at 4:35 p.m. from Thorpe asking where she was. Munoz said she would be on her way. Munoz later provided the text message which is attached as an exhibit.

When Munoz and arrived, Thorpe was there with a woman who she thought might be Thorpe's date. Munoz could not remember the woman's name. When Munoz arrived, Thorpe

said, "You know when your boss tells you to be somewhere, you show up on time." The four of them sat at the bar, and [REDACTED] was seated between Munoz and Thorpe. Thorpe already seemed like he had a few drinks and was talking to other people at the bar.

A short time later, Thorpe walked over to Munoz and stood between Munoz and [REDACTED]. Munoz was wearing knee length pants, and her calf was bare. Thorpe reached down and grabbed Munoz's calf with his hand. Thorpe said, "This is sexual harassment I should stop." Munoz said, "Dude, what the hell, why are you being crazy?" Thorpe said, "I shouldn't have done that" then walked away. Munoz said this was her boss, and the Mayor, and she did not know what to do. Munoz told [REDACTED] she wanted to leave. As Munoz was telling Thorpe she was leaving, he wanted to know where they were going. Munoz said "Vine and Green." Thorpe said, "Let's all go." It was awkward because Munoz did not want them to go, but she didn't say anything. Thorpe then said, "Let's just karaoke at my house!" Munoz said Thorpe began inviting random people to go to his house for karaoke. Munoz believed Thorpe was drunk because he was super animated, chummy with everyone, and loud.

Munoz was confused and upset. She and [REDACTED] got into their car and she asked [REDACTED], "What the hell was that?" At one point, she was also mad at [REDACTED] for not doing anything. Munoz was concerned about what Monday morning was going to look like. Later on, Munoz texted Thorpe that she wasn't feeling well at 7:46 p.m. (Text attached as exhibit.)

Munoz said this was the first time Thorpe and [REDACTED] had met in person. Munoz had gone out after work for drinks with a group from work that included Thorpe about four times. Munoz never went alone with him for drinks.

Thorpe told her he is very single and needs to get laid. Munoz said he said this to her on more than five occasions, both at work during work hours and at the after-hours events where they had drinks with other co-workers. Thorpe was on Instagram and dating apps trying to find people to date. Munoz thought maybe she told him about it because he needed dating advice, but Thorpe would say he wanted to get laid which Munoz thought was "TMI" (too much information). Munoz said his [REDACTED] was often there when Thorpe would make those comments. Thorpe also made comments about women such as, "She's hot, I should go tell her something." Munoz said this would happen almost every time she hung out with him. Thorpe would also make comments such as, "I'm the Mayor, people need to respect me." One time Thorpe said, "I don't even know how I've gotten this far, I don't even know what I'm doing half the time." Right before the conference, Thorpe went to Miami for a conference. He returned and told Munoz about how he was getting wild on a party boat in Miami. Thorpe told Munoz about another trip to Mexico where he had sex with the bartender. Usually, Thorpe made these comments in front of Munoz and [REDACTED]. Munoz said she felt super awkward about his

comments but did not say anything directly about it. Munoz would tell Thorpe, “You’re so crazy.” Thorpe would respond, “You know I’m crazy.”

At the conference on August 30, 2021, [REDACTED] accompanied Munoz because Munoz was concerned about Thorpe. Thorpe arrived and texted Munoz. He told Munoz he had just been in a car accident but was going to come and meet Munoz and [REDACTED]. Thorpe seemed to be in a bad mood, and said, “I hate these fucking things, and I got into a fucking car accident.” They had a beer together, then went their separate ways for a few hours. At 9:00 p.m., Munoz, Thorpe and [REDACTED] got into an Uber and went to a bar. Thorpe said, “I want to get fucked up, I’m trying to drink.” Munoz said she and [REDACTED] were discussing how they thought the hotel was haunted, and Thorpe was getting annoyed with the conversation. Thorpe said, “Let’s order another drink.” Thorpe was drinking tequila. Cisneros arrived and they had a shot. [REDACTED] suggested they go to another bar and order a beer because he was tired of shots. Thorpe was saying, “No, let’s get shots, we’re getting fucked up tonight.” Munoz wanted to leave so she could attend the conference in the morning.

As they walked out, Cisneros and Thorpe were walking in front of [REDACTED] and Munoz. Munoz noted that Thorpe was acting grabby like he did that night at La Plazuela. Munoz saw Thorpe grab Cisneros by the waist. Munoz couldn't hear what he was saying to Cisneros. Munoz did not see Thorpe grab her buttocks. They got into the car and Cisneros drove them to the hotel. When they arrived at the hotel, Cisneros grabbed Munoz firmly by the shoulder and said, “Jasmine, please, walk me to my room!” [REDACTED] and Munoz walked Cisneros to her room and went inside. They noticed Thorpe’s room was next door to Cisneros. As they left Cisneros’ room, they saw Thorpe peek out the door of his room but not say anything. Munoz asked if they were being too loud, and said goodnight.

The next day, August 31, 2021 around 11:00 a.m., Munoz was texting with Cisneros about the next seminar. Munoz was walking to Cisneros’ room and saw Thorpe. The three walked together to the seminar. Munoz and Cisneros left the seminar a little early and waited outside. Munoz showed Cisneros the photos from the night before. (Munoz provided the photos which are attached as exhibits.)

Thorpe exited the seminar, and he, Munoz and Cisneros met [REDACTED] at an oyster bar. Thorpe was on the phone a lot during lunch. Thorpe was staring and thinking but not engaging in conversation. Munoz said she could sense the tension. Munoz pulled out the brochure for the conference and was going through it. Munoz said, “Look, there is a sexual harassment one.” Thorpe laughed and said, “Sexual harassment? Yeah, I should probably go to that after yesterday huh?”

As they left, Thorpe ran into a vendor he had seen before. Thorpe had commented to Munoz that he should get her number and that it seemed like she wanted him. Munoz thinks her name was [REDACTED]. Thorpe walked off in her general direction and said, "I'm trying to drink." [REDACTED] responded, "I'm down." Thorpe hung back as Cisneros, [REDACTED] and Munoz began walking in the direction of the seminar. Munoz asked Thorpe if he was coming with them, and he said he didn't know. Munoz told him to do whatever he wanted, and Thorpe put his fingers together and made a face that Munoz interpreted as sneaky.

Munoz and Cisneros walked away and were sitting in the lobby. Cisneros starts telling Munoz what happened the night before. Cisneros told Munoz that Thorpe grabbed her buttocks. Munoz said she saw Thorpe put his arm around her neck and be grabby, but felt bad she did not see that Thorpe grabbed her buttocks. Munoz began apologizing because she felt guilty that she didn't know and didn't say something. Munoz told Cisneros what happened to her at La Plazuela. Munoz had never told anyone else at the district. Munoz saw Thorpe walking into the conference and said "What are you doing? I thought you were going to hang out with homegirl." Thorpe said, "Oh no I fucked up last night. I probably shouldn't have done that" and left.

Munoz and Cisneros went to the sexual harassment seminar. It made Munoz realize that they had to say something about Thorpe's behavior. Afterward, Munoz and Cisneros went to happy hour alone and talked more about what happened. [REDACTED] joined them later and they sat outside. There was a Farmer's market on the street. Thorpe texted Munoz, asking if they were at the mixer. Munoz did not answer (Munoz provided the texts which are attached as exhibits.) Thorpe walked by a few minutes later and saw the three at the table. Thorpe went over to them, flipped them off, and said, "What's up haters?" Munoz said Thorpe was serious and not laughing as he flipped them off. Munoz was shocked at his behavior. Thorpe walked away.

On September 1, 2021, at 5:24 p.m., Thorpe texted and wanted to know if they would go to [REDACTED] with him. Munoz replied that she had already made plans for dinner. Munoz said [REDACTED] is Thorpe's [REDACTED] who lives in Santa Cruz, and Munoz has no idea why Thorpe would want Munoz to go to his house.

A short time later, Thorpe knocked on Munoz' hotel room door. When Munoz didn't answer, he called and asked if she was in her room. Thorpe said he wanted to talk to her about some things and asked to meet in the lobby. She was very uncomfortable with any conversation with Thorpe and asked [REDACTED] to go to the lobby with her. When they arrived in the lobby, [REDACTED] stayed his distance. Thorpe said to Munoz, "This is going to be very uncomfortable, but I've got to do it. I need you to be honest with me. Are we cool?" Munoz said, "Yes, what's going on?" Thorpe said he wanted to make sure everything was okay and that she didn't take offense to Thorpe flipped them off. Munoz said it was kind of weird, and told Thorpe it wasn't the first time he had flipped her off. Munoz explained that about a week prior, she declined a lunch invitation from Thorpe

and because she brought her lunch . Thorpe responded by flipping her off.

Thorpe said he considered Munoz a friend, but he is also the executive director and he gets the two things confused. He said he didn't see an issue with flipping her off. Munoz told him what he did made everyone super uncomfortable. Munoz also told him it wasn't the first time he had done something like that and Thorpe said, "When?" Munoz told him it was at La Plazuela. Munoz told him she felt he crossed a boundary that night. Thorpe asked if there was anything he could do to make it better. Munoz said an apology. Thorpe said he apologized to Cisneros yesterday, and asked if he should apologize to Munoz's boyfriend. Munoz said Thorpe said "boyfriend" sarcastically instead of using his name.

Thorpe walked into the restaurant where was waiting for Munoz. Thorpe sat in front of and said he was sorry he put him in that situation. Munoz saw Thorpe shake hand. Thorpe said, "I'm going to go and reflect now."

On September 2, 2021, the last day of the conference, Munoz saw Thorpe and asked him a question about reimbursement. Munoz was trying to find Cisneros, but Thorpe was walking with her and asked "You still don't seem okay." Munoz tried to change the subject and said she was tired. Munoz told Thorpe, "As a friend, that has got to stop. It's going to get worse. And we can't hang out and drink anymore." Thorpe said he agreed. Munoz said that was the last conversation she had with Thorpe.

Munoz said Thorpe has made heart eyes posts on her Instagram photos which she felt were inappropriate.

Munoz said she submitted her resignation because she did not receive a timely reply from the board about her complaint. She felt the matter was serious. Thorpe was not supposed to be directly contacting Munoz or Cisneros, but he was sending them emails directly instead of going through Rhonda Burke. Munoz contacted Patt Young who said Thorpe "must have forgot" or that Burke forgot to tell Thorpe. Munoz wondered if Thorpe was going to forget that he wasn't supposed to come to the office.

Credibility assessment

Munoz answered all questions completely and without hesitation. Munoz provided text messages which corroborated her statement. She did not appear to have any motive to fabricate her statement.

On October 12, 2021 at 3:00 p.m., a recorded interview was conducted with [REDACTED] via Zoom. [REDACTED] has known Munoz for [REDACTED] and considers her his girlfriend or partner. [REDACTED] met Thorpe through Munoz at a sushi restaurant in Antioch in May or June of 2021. Thorpe offered [REDACTED] a contracting job at LMCHD. [REDACTED] ended up working for a month or two as a [REDACTED]. [REDACTED] identified himself as [REDACTED].

At the end of June or early July, 2021, [REDACTED] and Munoz saw Thorpe again at La Plazuela in Antioch. They were having drinks with Thorpe and another female colleague. [REDACTED] doesn't recall the female colleague's name. They were seated at the bar, with Munoz to [REDACTED] left and the unknown female to his right. On the opposite side of the unknown female sat Thorpe. They all had several drinks. [REDACTED] thinks he had four drinks himself but did not keep track of Thorpe. [REDACTED] said they both had shots, margaritas and beers. Everyone was drinking, but Thorpe was kind of buzzed. [REDACTED] said Thorpe was getting loud, being energetic and talking with strangers. Thorpe made comments to others in the bar about being the Mayor of Antioch.

Thorpe came over to Munoz and [REDACTED] and had a brief conversation. [REDACTED] saw Thorpe's hand go straight down to Munoz's leg. Munoz's calf was exposed below the knee, and Thorpe squeezed her calf muscle on her bare skin. As he squeezed Munoz' calf, Thorpe said, "This is sexual harassment by the way I should stop." [REDACTED] looked at him and his eyes got wide because he couldn't believe what he just saw. [REDACTED] was confused and annoyed, but didn't want to make a scene in the restaurant and was concerned he was the Mayor and didn't want to jeopardize his job or Munoz' job. Later, Munoz and [REDACTED] spoke in the car. Munoz apologized for Thorpe's behavior, but [REDACTED] was mad at Thorpe. [REDACTED] thought it was disrespectful to both of them.

[REDACTED] said Thorpe behaved in ways that made him believe he disrespected [REDACTED] and the relationship between [REDACTED] and Munoz. Thorpe would call Munoz while [REDACTED] was present and on speakerphone. Instead of using [REDACTED] name, Thorpe would refer to [REDACTED] as "her boyfriend." Thorpe would ask if her boyfriend was around. [REDACTED] said they had met several times already, and Thorpe had hired him to do work for LMCHD. There was no reason not to address [REDACTED] by name. [REDACTED] said it was a sign to him that Thorpe was disrespectful or had ulterior motives. The behavior was odd and did not sit well with [REDACTED]. [REDACTED] was aware that Thorpe had asked Munoz to lunch in March of 2020, but that nothing ever came of it.

When they went to the conference on August 30, 2021, Thorpe called Munoz while [redacted] was present. Munoz's phone was on speaker. Thorpe asked, "Did your boyfriend come?" Munoz responded, "Yes, [redacted] here. You're on speakerphone." Later that evening, [redacted], Munoz and Thorpe went to have drinks. Each had about three rounds at the table, and Cisneros showed up later, approximately 9 or 9:30 p.m. They ordered a round of shots, then left to go to another bar. [redacted] said all were a little buzzed except Cisneros. [redacted] doesn't recall any comments made by Thorpe about [redacted], but does recall that Thorpe's attitude was off and weird. At times, Thorpe seemed a little checked out. [redacted] tried to make small talk with Thorpe but Thorpe did not reciprocate. [redacted] felt Thorpe didn't appreciate that he came to the conference with Munoz.

Thorpe said, "I want to get fucked up." [redacted] bought a round of shots at the next bar. When they returned to the hotel from the bar, [redacted] and Munoz were walking about ten to fifteen feet behind Thorpe and Cisneros. [redacted] was talking to Munoz and looking around, and not really paying attention to what was happening in front of him. He could hear some conversation between Cisneros and Thorpe, but couldn't make out what they were saying. [redacted] said Thorpe was shaky due to his drinking. [redacted] described it as walking in a sort of zig zag pattern, but not falling down. [redacted] doesn't recall seeing Thorpe touch Cisneros. Munoz told [redacted] they had to walk Cisneros to her room. [redacted] didn't understand since they were at the same hotel, but he agreed. [redacted] and Munoz walked Cisneros to her room and hung out for a minute. Thorpe was already in his room at this point. As Munoz and [redacted] said goodnight to Cisneros, Thorpe peeked out of his room and they said goodnight to him. [redacted] said he did not know the extent of what happened until he got back to his room and Munoz filled him in.

[redacted] said he has not socialized with Cisneros before. [redacted] didn't see any flirting between Cisneros and Thorpe. Cisneros did not appear intoxicated. [redacted] couldn't specifically say he saw Thorpe put his hands on Cisneros. However, he said Thorpe is a friendly guy who is handsy and touches people, especially when he is drinking. During the evening, Thorpe tapped Munoz on the shoulder while talking to her.

The next morning, Munoz and [redacted] went to get coffee. [redacted] left on his own while Munoz was at the conference. Around 10:30 am, Munoz texted him to meet for lunch. [redacted], Munoz, Cisneros and Thorpe all had lunch and [redacted] described it as awkward and quiet. [redacted] recalls comments were made about going to a sexual harassment seminar that was part of the conference. Thorpe said something to the effect, "Maybe we should go take these sexual harassment course next" then looked at the girls awkwardly. [redacted] described Thorpe as sullen.

Munoz and Cisneros attended the sexual harassment seminars. Afterward, the three went to Alvarado Street for dinner. Munoz and Cisneros were discussing the events of the day before and talking about Thorpe's behavior in comparison to the seminars they had just

attended. Thorpe was calling Munoz, but she wasn't answering. Thorpe walked by and said, "There's Lamar." Thorpe was on the phone, but saw [REDACTED], Cisneros and Munoz. Thorpe walked by them and said, "I see how it is!" Thorpe "flipped them off" using both middle fingers. A few minutes later, Thorpe walked by with the foot, and again flipped them off and walked away. Thorpe was not smiling or laughing, and [REDACTED] said he looked offended that they were ignoring him.

Cisneros and Munoz were upset about Thorpe flipping them off and making comments. The next day, Thorpe kept texting Munoz, then asked about going to [REDACTED] house. [REDACTED] said [REDACTED] used to work for LMCHD and is part of an [REDACTED]

(Later determined to be [REDACTED]). [REDACTED] thought that was an odd request. [REDACTED] said [REDACTED] lives in San Jose and it made no sense to go there. Munoz told [REDACTED] she thought Thorpe was worried about doing something inappropriate and wanted to get ahead of it by [REDACTED].

Thorpe asked to meet Munoz in the lobby. [REDACTED] told Munoz he would go with her to the lobby then meet her at Alvarado Street. Once in the lobby, Thorpe said hello to [REDACTED], then [REDACTED] left to go to Alvarado Street. Thorpe and Munoz began following, and [REDACTED] could hear Munoz and Thorpe talking about the night before. Thorpe said, "I wish [REDACTED] didn't walk away, I just wanted to address both of you and the situation from last night." [REDACTED] kept walking and could still see them but couldn't hear them. [REDACTED] entered the restaurant first and got a table. Thorpe entered shortly afterward, and sat down across from [REDACTED]. Thorpe said he owed him an apology and shouldn't have put [REDACTED] in that position. Thorpe said, "What I did was inappropriate. I shouldn't have put any of you guys in that position. I'm sorry." [REDACTED] shook his hand as a means of settling the issue. [REDACTED] said he was going to have a beer. Thorpe said he was going to go to his room and reflect a bit. [REDACTED] has not seen Thorpe since then, and has not had any communication with him.

[REDACTED] said Munoz resigned her position in part due to this situation. Munoz was upset that she did not get a timely response from the board. Munoz had sent a very detailed email to the Board (per the handbook) and didn't get a response from anyone for three or four days. Munoz reached out again and expressed her frustration and disappointment that she had not received a response. Munoz did not feel her complaint was being taken seriously and told [REDACTED] she did not feel safe. Munoz then took a week off because she [REDACTED], and reached out again. When she did not hear anything, Munoz resigned from her position.

Credibility assessment

[REDACTED] answered all questions completely and without hesitation. [REDACTED] statement was corroborated by other witness statements.

On October 29, 2021, at 11:40 a.m., a recorded interview was conducted with [REDACTED] in the Community Garden at Los Medanos Community Healthcare District. Erin Lagourgue of RGS was also present. [REDACTED] is the [REDACTED] and has been with the district for six years. [REDACTED] identified himself as [REDACTED].

[REDACTED] said he has not witnessed any inappropriate behavior by Cisneros or Thorpe. [REDACTED] said he doesn't see Thorpe regularly as [REDACTED]. [REDACTED] has worked primarily with Cisneros in the garden. [REDACTED] said Cisneros has always been serious about her job, and he has not witnessed her behave in any unprofessional manner.

Patt Young

On November 5, 2021, at 1:40 p.m. a recorded interview was conducted with Patt Young via Zoom. Young is the board president for the Los Medanos Community Healthcare District. Young identified herself as [REDACTED].

Young is the board chair and has been with the Board for five and a half years. Young met Thorpe when he interviewed for his current position in October of 2019. Young said she was at the conference with Thorpe, Cisneros, and Munoz. Young said board member Dannisha Owens-Marsh also attended the conference. Young did not socialize with Thorpe, Cisneros or Munoz outside of the conference. The conference held two mixers in the evenings. Young said Munoz at one of the mixers, and saw her have one beer. Young gave Munoz her drink ticket as she was not going to use it. Cisneros was not at either mixer. Thorpe was at both mixers, and Young doesn't recall seeing him drink alcohol.

Thorpe, Cisneros and Munoz did not discuss going out in front of Young, and Young noted nothing unusual about their interactions during the conference. On September 2, 2021, Young saw the three at breakfast and did not note anything unusual. After Young arrived home on September 2, 2021, she received a call from Thorpe. Thorpe told Young that something had occurred at the conference that disturbed him. Thorpe did not elaborate, but said he put it in a letter to give to bookkeeper Rhonda Burke. Thorpe said he hoped the letter would never be needed. Thorpe was a matter of fact. Young said, "I guess you're not going to tell me?" Thorpe did not say anything more. Thorpe didn't mention Cisneros or Munoz. Young said the call lasted less than two minutes.

Young received the letters from Munoz and Cisneros the following week. Young asked Burke about the letter from Thorpe, but Burke told Young she didn't know what she was talking about. Young asked Thorpe if he gave the letter to Burke, and he said, "No, I decided to give it to my attorney."

Young said she received the complaints via email. She missed the first email from Cisneros, and called her to apologize. Young said she doesn't have much contact with Cisneros because she works in the garden. Munoz has been working at home, and Young had never met her in person until the conference. Young was not aware of any of the employees meeting for drinks after work. Young believed that Thorpe was the only person in the office full-time.

Young said Thorpe has not confided in her much about his personal life. Young recalled that last year, he mentioned to her that he was now a [REDACTED] Young did not have anything further to add.

Dannisha Owens-Marsh

On December 27, 2021, at 11:05 a.m., a recorded interview was conducted with Owens-Marsh via Zoom. Owens-Marsh was an employee of LMCHD from February 2020 until the end of July 2020. Owens-Marsh resigned to run for the board of LMCHD, and was appointed in December 2020. Owens-Marsh identified herself as [REDACTED]. Owens-Marsh also stated she [REDACTED].

Owens-Marsh was [REDACTED] with Board Member Patt Young. She also had previously been acquainted with other board members during community work, but did not know any other employees of LMCHD before she was hired.

Young told Owens-Marsh that LMCHD needed office help because some staff members had quit. Owens-Marsh agreed to assist, and met with Thorpe in the office. Owens-Marsh said it was a casual interview, but she did submit a resume. Owens-Marsh and Thorpe discussed the job parameters and pay. Owens-Marsh did comment that she needed to [REDACTED]. The only personal question Thorpe asked her was [REDACTED].

Owens-Marsh worked in the office for about six weeks, until Covid-19 became an issue. During that time, [REDACTED] and Cisneros were employed there. [REDACTED] and Munoz were not working there. Most of the employees were remote by the end of March. Owens-Marsh said she did not socialize with any other employees outside of work, and doesn't recall anyone suggesting they go to lunch or go out after work. Owens-Marsh mostly worked in the conference room and [REDACTED].

was in the main office, while Cisneros mostly worked in the garden. Although friendly, their conversations were mostly about work. Owens-Marsh and Cisneros sometimes talked about . Owens-Marsh said Cisneros was never flirtatious or inappropriate, and was very graceful and helpful. Owens-Marsh did not observe anyone else in the office behave inappropriately, including and Thorpe.

During the time Owens-Marsh worked there, Thorpe was either in his own office or off-site talking to grantees. Thorpe did not discuss anything personal with Owens-Marsh, and Owens-Marsh believed he was married and . As a supervisor, Owens-Marsh said Thorpe was direct and answered her questions. Owens-Marsh did not have any issues with him as a supervisor, and no one else complained to her about him.

During the conference, Owens-Marsh did not notice any unusual behavior. Owens-Marsh said she did not see Munoz or Cisneros much. Cisneros was at one of the mixers, and Thorpe showed up at the same mixer later. Owens-Marsh did not see either drink to excess or behave in any unusual manner. Munoz also had breakfast with them one morning. Owens-Marsh and Munoz did not take the same training sessions.

Cisneros came to breakfast the last day. Cisneros, Young, Thorpe and Owens-Marsh sat down and talked with personnel from some other healthcare districts. Cisneros spoke to a few of the other people there. Owens-Marsh did not notice anything unusual about anyone's behavior. Munoz, Cisneros and Thorpe did not mention going out after hours. Owens-Marsh didn't see any of them drinking to excess. Thorpe did not comment to Owens-Marsh about being uncomfortable about anything. Munoz and Cisneros also did not comment about being uncomfortable.

On December 28, 2021, at 10:00 a.m., a recorded interview was conducted with via Zoom. has been an at LMCHD since December 2020. identified herself as .

said she was hired after responding to an online job posting at LMCHD. sent her resume to Thorpe, and had an interview with him via Zoom. did not know Thorpe prior to her employment, and does not work for him at the City of Antioch. explained that she has access to Thorpe's full calendar as , therefore schedules his LMCHD commitments around his mayoral duties.

In December 2020, the staff was working remotely. and others returned to the office in June 2021. said she works with , who reports to her. Cisneros and Munoz were

also working in the office; however, Cisneros was primarily in the garden. said she had lunch with Munoz once, but did not socialize after hours with anyone in the office. said she was not asked to join the others after work, and did not hear them discussing going out after work.

Regarding team building events, said there were none while she worked there due to Covid-19. said if one was suggested, it would have been her job to schedule it. said there was a credit card that they could use for that type of event, but she did not use it. said if anyone got together outside of work, she was unaware of it and it was not an official team building event.

Munoz and occasionally discussed their personal lives while at work. said they mostly talked . never witnessed Munoz behave unprofessionally in the workplace and did not observe any flirtatious behavior by Munoz.

only saw Cisneros in passing as she worked primarily in the garden. never witnessed Cisneros behave inappropriately and did not observe any flirtatious behavior by Cisneros.

said Thorpe did not confide in her about her personal life and she doesn't know if he is married or divorced. is aware Thorpe has because there will be entries on Thorpe's calendar about . never witnessed Thorpe behave unprofessionally in the workplace and never saw him be flirtatious.

said Thorpe is pretty busy at work. As a supervisor, said Thorpe is patient about work issues and "doesn't shut you down." She described him as "pretty laid back."

did not attend the conference in Monterey.

On January 6, 2022, at 12:06 p.m., a recorded interview was conducted with . is an for LMCHD and has been with the District for three years. identified herself as

was hired after applying for the position and being interviewed by Patt Young and a former employee named , who at that time was Thorpe. retired and was hired to replace her. primarily works with ,

and has limited contact with other employees at LMCHD. did not attend the conference in Monterey, and has not heard any comments about anything that happened there.

stated she has not witnessed any inappropriate or unprofessional behavior in the workplace by anyone. said she has had brief conversations with Munoz and Cisneros about and holidays, but nothing more personal than that. said she has not had personal conversations with Thorpe about his marital status or dating.

said she did not organize any gatherings after hours with other employees of LMCHD. said she and Thorpe have some mutual friends, mostly people who work at the City of Antioch. is and knows a few members of the City Council. said this group socializes sometimes, and has been at Thorpe's home for karaoke. doesn't recall organizing any of these events, but said they did not include LMCHD staff. has not gone out to La Plazuela with staff from LMCHD.

specifically said she did not witness Thorpe behave in a flirtatious or inappropriate manner at work. She also did not see Munoz or Cisneros behave in that manner.

When asked about Thorpe's managerial style, said he is mostly professional and sometimes silly. She said they have fun in the office but nothing inappropriate.

Lamar Thorpe

On October 29, 2021, at 9:53 a.m., a recorded interview was conducted with Lamar Thorpe at the Los Medanos Community Healthcare District office at 2311 Loveridge Road, Pittsburg, CA. Also present was Thorpe's attorney Kevin Sullivan and Erin Lagourgue of RGS. Thorpe is the Executive Director and has been there for over 2 years. Thorpe identified himself as

Thorpe was asked about the conference in Monterey. Thorpe said the first evening, he met up with Munoz and her boyfriend. Thorpe stated he could not recall the boyfriend's name. Thorpe said they were at a bar that was not at the hotel but he could not recall the name of the bar. Cisneros arrived and met them. The four decided to walk to a different restaurant that had a bar. Thorpe did not remember the name of the second bar or what time it was. Thorpe said he

After the second bar, the four left and walked to Cisneros' car. Thorpe was walking alongside Cisneros, and Munoz and her boyfriend walked about ten to fifteen feet behind them. Cisneros began telling Thorpe she found him attractive, thought it was sexy that he was Black and Mexican, and loved that he spoke Spanish. Cisneros commented to Thorpe, "It's yours if you

want it.” Thorpe said he believed that she was offering to have a romantic relationship with him. Thorpe laughed and ignored the comment. When they got into Cisneros’ car, Thorpe got in and pretended to be asleep. When they arrived at the hotel parking lot, Thorpe said he was going to bed. It was his impression that Cisneros, Munoz and her boyfriend were going to a British pub.

Thorpe specifically denied any physical contact between himself and Cisneros. He denied touching her on the shoulder or anywhere else during the night. When asked how many drinks he had consumed over the course of the evening, Thorpe said, “I don’t recall. I don’t know why that’s relevant. It’s like asking me if I ate shrimp or a steak. You’re investigating an incident that’s been complained about and I’m here to answer those questions.” Thorpe did not answer the question until his attorney instructed him to do so. Thorpe said he had one drink at the first bar and one drink at the second bar. At one point, he recalled Munoz’ boyfriend ordering tequila shots at the second bar, but Thorpe said he did not drink his. Thorpe denied putting his arm around Cisneros and denied grabbing her buttocks. Thorpe said he did not make any comments about how Cisneros looked in her jeans. Thorpe did not see them again until the next day.

The next morning, he had a conversation with Cisneros in his hotel room about where to park their cars. Thorpe told Cisneros to follow him to a different lot. They got coffee and walked to the parking lot. When asked if he talked to her about the night before, Thorpe said he may have told her “Not to worry about last night.” Thorpe said Cisneros told him she understood and offered her apologies.

Thorpe, Munoz and Cisneros attended the morning session of the conference, but Munoz and Cisneros left early. Later that day, Thorpe told Munoz and Cisneros they couldn’t “skip out” on the sessions. Thorpe, Cisneros, Munoz and Munoz’ boyfriend had lunch together. Thorpe did not recall any discussion of which breakout sessions they were going to attend. Thorpe does not recall any conversations about the sexual harassment session, and did not attend it himself. Thorpe said he did not have dinner with them and did not see them at dinner. Thorpe corrected himself and said he was at the Farmer’s Market nearby. Thorpe said he saw Cisneros, Munoz and Munoz’ boyfriend out having dinner. He stopped by and said, “Hey how ya doing?” Thorpe denied calling them “haters” and denied flipping them off.

On September 1, 2021, around 2:00 a.m., Thorpe recalled that Cisneros television was very loud in the adjacent room. He tried to text her but did not receive a response. Hotel staff knocked on her door but did not get a response. Thorpe tried to text Munoz, but she did not respond either. Thorpe said he ultimately switched rooms because the television was so loud.

That evening, Thorpe invited Cisneros and Munoz to go to the home of one of their consultants, _____, who has a home in Monterey. Thorpe said, “They all know _____.” Munoz invited

Thorpe to dinner with her and her boyfriend, however Thorpe told her he was going to

Thorpe was asked if he knew Cisneros before she came to work at LMCHD. Thorpe replied, "I'm not sure what that has to do with your investigation." When asked again, Thorpe said he first met Cisneros because she had received a grant from LMCHD and owed them money. Thorpe said he had to meet with her to get the money. Thorpe said they had a conversation about the money, and Thorpe learned about Cisneros' prior work in community gardening. Thorpe set up an interview with Cisneros, however Cisneros' car broke down, so Thorpe offered to pick her up. Thorpe brought Cisneros to the district office, gave her a tour, and introduced her to some of the staff. A week later, he offered Cisneros a job at LMCHD.

Thorpe was asked if he recalled a conversation after Cisneros was hired about Thorpe said he did not remember the conversation and did not remember giving her a hug. Thorpe denied ever discussing any other personal issues with Cisneros, and denied showing her a letter he wrote to his ex-wife.

Thorpe was asked if he remembered commenting on a photo of Cisneros on Facebook in July 2021. Thorpe said he did not remember. When specifically asked if he posted "Hey good looking" with a heart eye emoji under a photo of Cisneros, Thorpe said, "No, I don't recall that." Thorpe also said he didn't remember commenting about her photo to anyone in the office the next day. When asked about inviting staff to go out for drinks after work, Thorpe said generally would organize staff going out. Cisneros was invited but never attended.

At this point in the interview, Thorpe's attorney requested a short break to speak to his client. After the short break, Thorpe said he recalled saying to Cisneros and Munoz "You're all hating on me." Thorpe said it was good-natured. Thorpe still denied flipping them off.

Regarding the June 11, 2021 incident at La Plazuela, Thorpe said he did not recall that date specifically. Thorpe said his meetings with Munoz at La Plazuela were meetings with Senate staff from Sacramento. Thorpe was asked about a specific day when he was there with Munoz, and another woman. Thorpe did not remember. He was asked if he remembered grabbing her calf and saying, "This is sexual harassment, I should stop." Thorpe said that never happened.

When asked if he ever met Munoz at La Plazuela alone, Thorpe provided a detailed description of an incident where a strange man had been following him and recording him on his phone. The person followed Thorpe to La Plazuela. Thorpe sent out a text to several people asking for help, and Munoz arrived shortly afterward. Thorpe then clarified he never met Munoz for drinks alone.

Thorpe was asked if he invited co-workers to his home for karaoke after work. Thorpe said would “put the karaoke things together.”

Thorpe denied any workplace conversations with Munoz about his relationship with his wife. He also denied discussing his dating life, having sex or needing to get laid. He specifically denied having the conversation about his trips to Miami or Mexico.

Thorpe said he never commented to Munoz and during the conference that first night of the conference that he “wanted to get fucked up.” Thorpe denied having a conversation with where he apologized to him. Thorpe said he never apologized for his behavior to anyone at the conference or any other time.

Thorpe said immediately upon returning from the conference he called Patt Young. He said the situation occurred at the conference he was uncomfortable with and that he was going to write a letter to document it. Thorpe said he didn’t know what he should share with her so he didn’t share specifics with her. Young he was going to look at the policy manual since he didn’t know what his process was. At first, Thorpe said Young told him to write a letter, but then said he didn’t remember who suggested he write it down. He wasn’t sure what he could share with the board because it was a personnel matter. Thorpe prepared a letter which he sent to his personal attorney, Kevin Sullivan. He was going to send it to Rhonda Burke but he decided since she was a contractor and not an employee that he would just send it to the attorney. Thorpe said the letter described what occurred. When asked if he sent it via email or regular mail, Thorpe said regular mail. Sullivan interjected and said it was sent certified mail.

Thorpe was asked for the name of the hotel he was staying and he could not recall. Later, he was asked if was the Marriott or Portola hotel, he confirmed it was Portola.

Thorpe said he could review his text messages and provide them. When asked if he had anything to add, Thorpe said, “I’ll just emphasize,

Credibility assessment

Thorpe was vague in his responses, and at several points in the interview did not respond to the question asked. Several of his statements were contradicted by other statements and evidence provided, such as the text messages.

EXHIBITS

Documents provided by Jasmine Cisneros

Hey need you to fill in for the next three days

As acting ED

Call me

When you see this

Mon, Jul 12, 3:15 PM

Lamar, is there an ED report for the board meeting?

Mon, Jul 12, 4:45 PM

No

Just give a verbal one

Mon, Jul 12, 7:59 PM

Meeting went great!



Lamar (BOSS) >

Thu, Jul 22, 10:18 AM

Are you at garden

I just left to Home Depot 10 minutes ago, do you need me to unlock office for you?

Yes 😂

😂 I'll be there in 10

Here now just parking

Met with [redacted] at First 5 to drop off brochures & applications.

Thu, Jul 29, 2:44 PM

Hola Lamar,

I just wanted to let you know, that I will be out of town on 8/11-/13, [redacted]

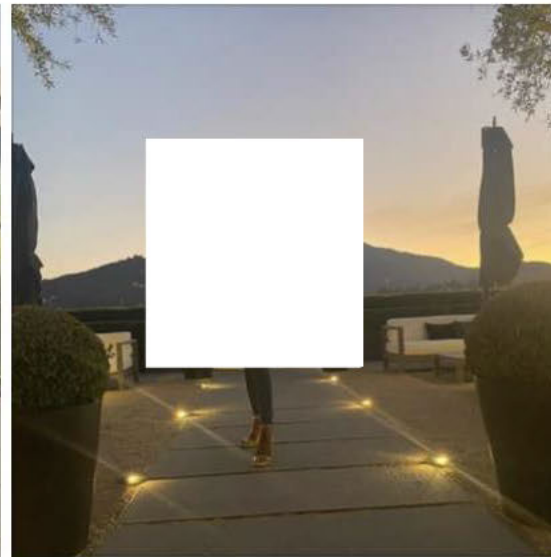
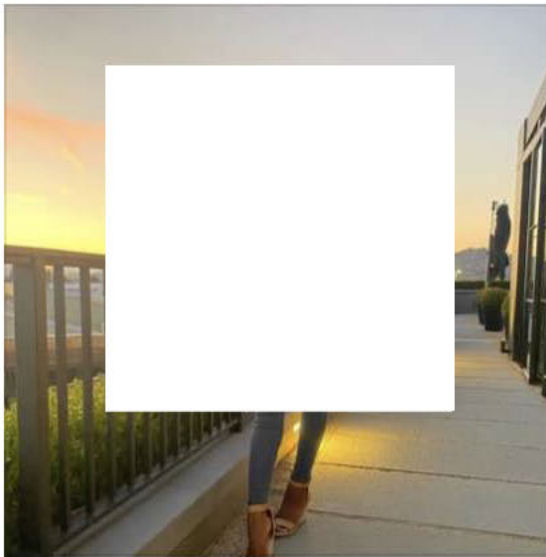
[redacted] Do I need to submit a formal request?

Jasmine Cisneros

July 27 at 10:20 AM ·



"I'll be the roots, you be the tree, pass on the fruits that were given to me... Legacy.. you're part of something way bigger " #29 #littlesprouts #founder #ceo #501c3 #volunteer #mother #laboroflove #community #partnership #cococounty



Like

Comment

Share



2 mos Like Reply More



Lamar Thorpe
 hey good lookin!

2 mos More

iMessage
Tue, Aug 31, 5:49 PM

Lamar (BOSS)

L Y'all at this reception?

Wed, Sep 1, 5:24 PM

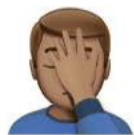
Lamar (BOSS)

L Yo y'all wanna go to [redacted] house

Jocelyn (LMCHD)

J Thanks but I made plans for dinner!! Tell [redacted] hola

CONFIDENTIAL



Come join us we draaaankinu



Wed, Sep 1, 2:33 AM

Your tv is loud

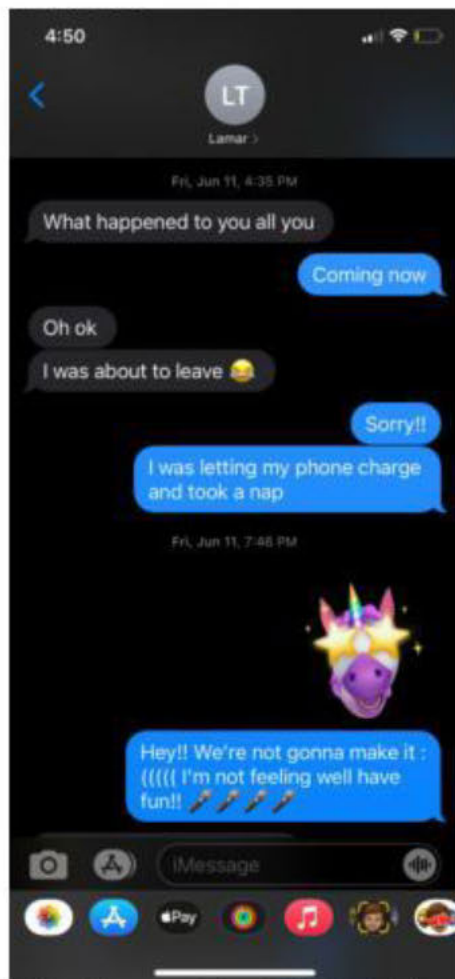
LTurn off your tv.

Documents provided by Jocelyn Munoz

CONFIDENTIAL

I'm here now

10/08, 11:36 AM

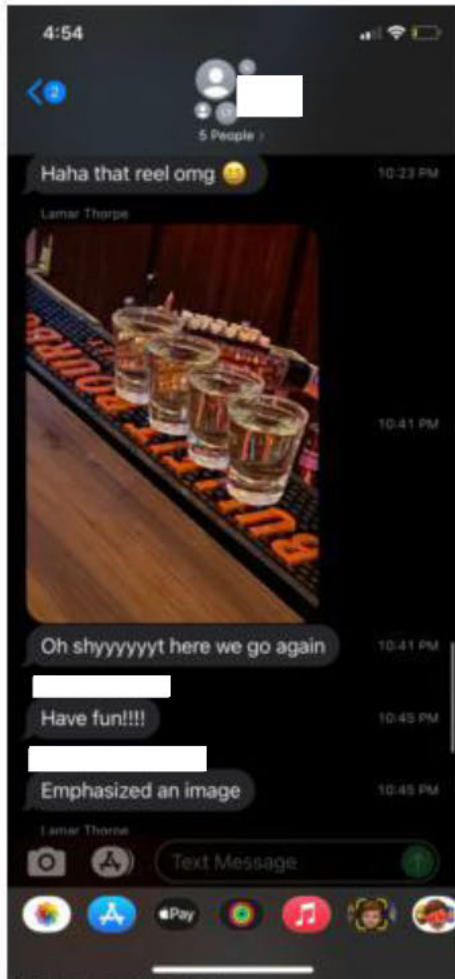


Hi Lisa, this message is from 6/11 when I met Lamar at la Plazuela

10/09, 1:14 PM

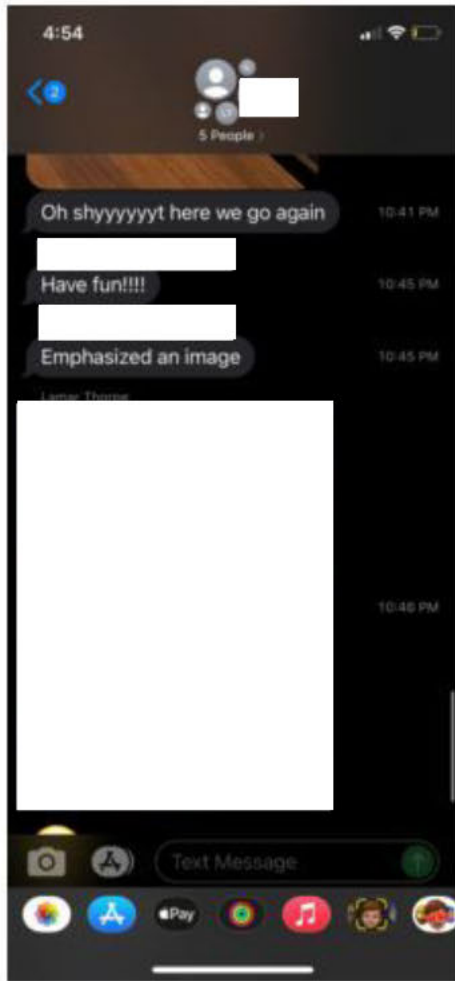


10:09, 1:14 PM

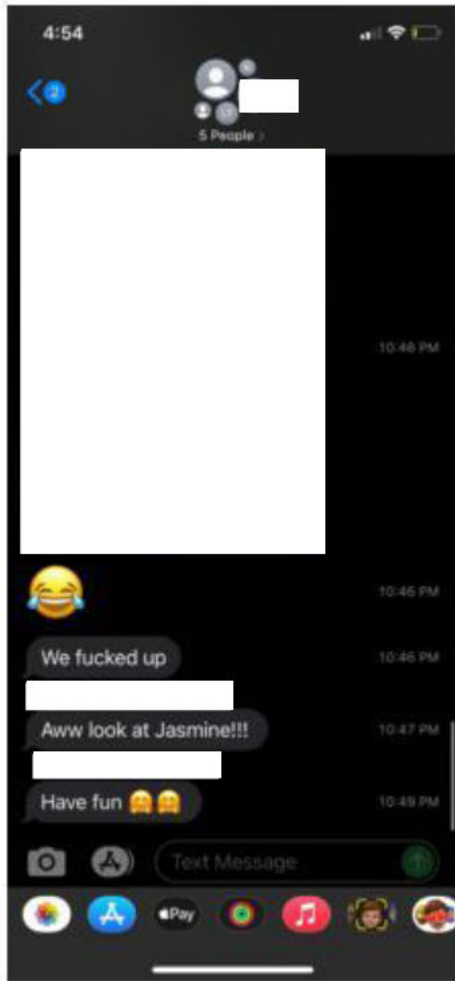


This is the night of 8/30

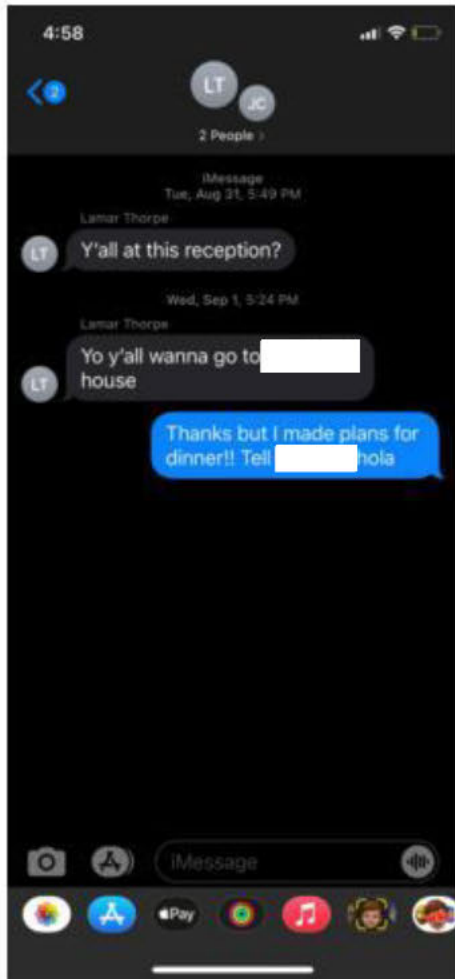
10/09, 1:15 PM



10:09, 1:15 PM



10:09, 1:15 PM



Me:
Thank you!
Sent

10/09, 1:15 PM

You're welcome

10/09, 2:41 PM

10/09, 5:11 PM

Shop

Top Device Brands

Support



**DOCUMENT PROVIDED BY KEVIN SULLIVAN, ATTORNEY FOR
LAMAR THORPE**



Lisa Banayat <ibanayat@gmail.com>

Lamar Thorpe

1 message

Kevin Sullivan <ksullivanlegal@gmail.com>

Thu, Nov 11, 2021 at 4:49 PM

To: Lisa Banayat <ibanayat@rgs.ca.gov>, Lisa Banayat <ibanayat@gmail.com>

Attached is a copy of the letter that my client provided me.

Kevin S. Sullivan
Law Office of Kevin S. Sullivan
3251 Steiner Street
San Francisco, CA 94123
415-441-1052 (phone)
415-931-4117 (fax)
ksullivanlegal@gmail.com
www.kevinsullivanlegal.com (website)

 **Thorpe Letter.pdf**
126K

cc.



2311 Loveridge Road, Pittsburg, CA 94565

September 3, 2021

Kevin Sullivan, Esq.
255 North Market Street
Suite 125
San Jose, CA 95110

Dear Mr. Sullivan, Esq.:

I write this out of an abundance of caution related to a conference I'm currently attending in Monterey Bay. The conference is being hosted by CSDA. I'm here in my role as executive director of the Los Medanos Community Healthcare District.

At the conference, on the night of August 31, 2021, as part of our team building, my colleagues and I visited restaurants in the area. It was here that I was put into a highly uncomfortable situation, as my colleague, Jasmine Cisneros, very directly informed me that she found me to be very attractive and wanted to pursue a romantic relationship with me for quite some time.

To not make the situation awkward, I acted as if I did not understand what she was saying and ignored the topic. When I did this, I could see that she was beginning to become very visibly agitated. Because of that, I knew it was time to end the team building night.

With me, that night was Jocelyn Muñoz and her boyfriend. They could not hear the contents of the conversation between Jasmine and me, as we were walking about 15 feet in front of them.

The morning of September 1, 2021, Jasmine, Joselyn, and her boyfriend reached out to me regarding that day's conference events and team building. Given the awkward environment created the night before, and as the leader of the team, I took it upon myself to indirectly address the issue. Again, I did not want to embarrass Jasmine, but I was also aware of how the situation could negatively impact team morale, therefore I approached the check-in as a team wellness check.

I want to clearly state for the record that I am not formally filing a complaint with the Los Medanos Community Health Care District-Human Resources because I do not want to

jeopardize her job. She is a very important member of our team, and I also know as a _____ from her employment. I'm currently working on making her position full-time with increased pay. Although she clearly made a mistake, my hope is that it does not occur again. However, if she does decide to continue this inappropriate conversation with me, I want to have something on the record, as I will go to Human Resources if she decides to pursue this topic with me again.

Lastly, I want to also make clear that Jasmine's statements to me on the night of August 31, 2021, came as a complete surprise to me. From the moment I met her, our relationship has always been very professional in nature. At no point did I ever create an environment with her where she could confuse my interactions as an attempt to cross our relationship from professional to romantic. Likewise, I never felt she was seeking to cross the professional line, thus why I am treating this as a one-time mistake.

I did, however, inform the LMCHD Board President Patt Youth on September 2, 2021, of this letter and its general nature without naming involved parties, per LMCHD policy.

Sincerely,

Lamar Thorpe
Executive Director, Los Medanos Community Healthcare District



Lisa Banayat <lbanayat@gmail.com>

Re: Interview

1 message

Kevin Sullivan <ksullivanlegal@gmail.com>
To: Lisa Banayat <lbanayat@rgs.ca.gov>

Thu, Dec 23, 2021 at 1:45 PM

The letter was sent to me by USPS and arrived on or about September 8, 2021 in my office.

Kevin S. Sullivan
Law Office of Kevin S. Sullivan
3251 Steiner Street
San Francisco, CA 94123
415-441-1052 (phone)
415-931-4117 (fax)
ksullivanlegal@gmail.com
www.kevinsullivanlegal.com (website)

On Tue, Dec 21, 2021 at 3:16 PM Lisa Banayat <lbanayat@rgs.ca.gov> wrote:

Hello Mr. Sullivan,

During Mr. Thorpe's interview, he mentioned he would search for text messages relevant to his statement. Also, you mentioned the letter he wrote to you was sent by certified mail.

Let me know if you would like to provide either text messages or the certified mail receipt before I close my investigation.

Thank you,
Lisa Banayat

From: Kevin Sullivan <ksullivanlegal@gmail.com>
Sent: Thursday, November 4, 2021 11:38 AM
To: Lisa Banayat <lbanayat@gmail.com>
Cc: Lisa Banayat <lbanayat@rgs.ca.gov>
Subject: Re: Interview

I will send you the letter my client sent to me on monday when I return to the office. I have been out all week with a
I am also hoping that the investigation will be including interviews of the other people who attended the
conference (Patt Young and Dennisha March) as well as my
around during his interactions. who he works with and was

Kevin S. Sullivan
Law Office of Kevin S. Sullivan
3251 Steiner Street
San Francisco, CA 94123
415-441-1052 (phone)
415-931-4117 (fax)
ksullivanlegal@gmail.com
www.kevinsullivanlegal.com (website)

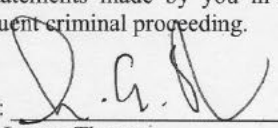
LYBARGER ADMONITION

You are hereby notified that you are being interviewed in the course of an administrative fact finding being conducted on behalf of the Los Medanos Community Healthcare District regarding allegations of possible misconduct.

While you have the right to remain silent and not incriminate yourself during the course of any criminal investigation, you are hereby notified this is an administrative fact finding only and you are now asked to fully and truthfully answer all questions asked of you during this investigative interview.

Any failure or refusal by you to fully and truthfully answer all questions may be considered insubordination and may lead to administrative discipline, including possible termination from employment.

Any statements made by you in response to this order cannot be used against you in any subsequent criminal proceeding.

Signed: 
Lamar Thorpe

Dated: Feb 29, 2021

260157.1