

**INVESTIGATION REPORT**  
**In Response to Incident Under the**  
**Anne Arundel County's Non-Discrimination and Non-Harassment Policy**

**REPORT PREPARED BY:** Susan Herrold

**DATE:** September 30, 2015

**JOB TITLE:** Assistant Personnel Officer

**COMPLAINANT:** [REDACTED]

**Alleged Harassment:** Sexual Harassment

**Date of Complaint:** September 23, 2015      **Date Investigation Initiated:** September 23, 2015

**THE COMPLAINT INVESTIGATED:**

On September 23, 2015, [REDACTED] submitted an Incident Report under the Anne Arundel County Non-Discrimination and Non-Harassment Policy. [REDACTED] reported that at 9:45 a.m. on September 23, 2015, Christopher Flynn walked into her office; approached her so aggressively that she put her hands up in front of her; pushed her hands away; and grabbed her right breast.

**SUMMARY OF THE INVESTIGATION CONDUCTED:**

Interviewed as part of the investigation were: [REDACTED] Christopher Flynn, [REDACTED]  
[REDACTED]

The purpose of the investigation was to verify [REDACTED] allegations of sexual harassment and assault and to determine whether Mr. Flynn engaged in conduct in violation of the Anne Arundel County Non-Discrimination and Non-Harassment Policy. The scope of the investigation included interviews with [REDACTED], Mr. Flynn, and other employees as referenced above.

[REDACTED] and Mr. Flynn are both employed in the Central Services Office. As a buyer in the Purchasing Department, [REDACTED] does not report to Mr. Flynn; however, Mr. Flynn is a manager ranked several grades higher than [REDACTED] within the Central Services Office. Several employees interviewed stated that Mr. Flynn gives the impression to subordinate level employees in that office that he is close to [REDACTED] and other high-level County officials and that he wields a significant amount of authority within the Central Service Office.

During her interview, [REDACTED] said that she had a friendly work relationship with Mr. Flynn, although this mostly consisted of Mr. Flynn visiting her office on a daily basis. According to [REDACTED], Mr. Flynn's visits lasted anywhere between five to thirty minutes; sometimes they discussed work projects or department issues, but often Mr. Flynn just wanted to chat. [REDACTED]

several times when she told Mr. Flynn that she needed to work and asked him to let her do so.

According to [REDACTED], she asked Mr. Flynn several months ago to limit his visits to her office so that she could get her work done. She stated that for a period of time, Mr. Flynn visited less frequently, but after a while started to return every day. [REDACTED] also stated that several months ago, she asked him to remain in front of her workstation so that he would not invade her personal space behind her desk. She said that in the weeks prior to the incident, Mr. Flynn would enter her office uninvited and each time would walk farther into the room, closer to her workspace. According to [REDACTED], on one occasion, Mr. Flynn snuck all the way into her office and startled her by standing close behind her while she was seated, looking over her shoulder. [REDACTED] stated that she made it clear to Mr. Flynn that he was not to come behind her desk at any time and that several times she had put both of her hands up (to signal stop) to Mr. Flynn when he came too far into her office.

During her interview, [REDACTED] reported that on September 23rd, Mr. Flynn came into her office, uninvited, and walked into her personal workspace behind her desk. [REDACTED] said that as she put her hands up to signal stop, like she had done in the past. This time, Mr. Flynn pushed her hands aside, reached over and grabbed her right breast. [REDACTED] stated that she was shocked and told Mr. Flynn to leave her office, which he did. She also recalled that Mr. Flynn returned to her office two additional times later that afternoon stating that he "wanted to fix this" and "how could he fix this." [REDACTED] stated that each time she just told him to leave. She reported the incident to the highest ranking supervisor in the department that day, [REDACTED] and to Personnel.

There were no witnesses to the incident. During his interview, Mr. Flynn admitted entering [REDACTED] office on September 23<sup>rd</sup> and standing behind her desk. He denied grabbing [REDACTED] breast and initially stated that he had no physical contact with her. Mr. Flynn also stated that he had walked behind [REDACTED] desk before and was not rebuked for it. According to Mr. Flynn, September 23<sup>rd</sup> was the first time that [REDACTED] told him not to come behind her desk.

Mr. Flynn stated that his visit to [REDACTED] office that morning "ended awkwardly" and that after he left her office, [REDACTED] told him that [REDACTED] was serious about her desk and that he should not venture past the desk in her office. Mr. Flynn stated that he returned to [REDACTED] office to clarify that information and stated that [REDACTED] told him that she did not want him behind the desk. According to Mr. Flynn, he told her that it would not happen again. Mr. Flynn stated that he returned a third time to see if [REDACTED] was still upset with him and she told him that she needed time. He denied being told to leave her office at each visit. When asked to clarify how the morning visit "ended awkwardly," after several minutes of silent consideration, Mr. Flynn could not explain why it was awkward. Contrary to his initial statement that he never touched [REDACTED] that day, Mr. Flynn then stated that as he left [REDACTED] office, he hit the front of her shoulder, claiming that this was a routine gesture that they both used when they parted ways. When later questioned about Mr. Flynn's statement, [REDACTED] denied that Mr. Flynn hit her shoulder on September 23<sup>rd</sup> and that they had engaged in this gesture in the past.

Mr. Flynn also stated during his interview that he and [REDACTED] were friends, that she visited his office on occasion, that she decorated his office for April Fools' Day, and that she hugged him when she returned to work after surgery. When asked about Mr. Flynn's comments during {00164865.DOC; 2}

her second interview, [REDACTED] stated that the only reason that she was ever in Mr. Flynn's office was work related. She admitted to decorating his office with [REDACTED], but denied hugging or any other physical contact with Mr. Flynn. [REDACTED] stated that Mr. Flynn has never asked her out socially or tried to contact her through social media. She stated that other than two times she ran into him at the local grocery store, she has not seen or spoken to Mr. Flynn outside of work.

During the investigation, several employees in the Central Services Office disclosed that Mr. Flynn was frequently seen standing in [REDACTED] office. In fact, a supervisor in [REDACTED] department, [REDACTED] stated that Mr. Flynn frequently acted as if he was going down the hall towards Ms. Vance's office to get water at the water cooler in the hallway near her office, and usually ended up standing in [REDACTED] office, chatting and interrupting her work.

While no one witnessed the incident described by [REDACTED], [REDACTED] corroborated her statement that she asked Mr. Flynn to stay out of her personal workspace behind her desk at least once before September 23<sup>rd</sup>. [REDACTED] also recalled that on the morning of September 23<sup>rd</sup>, [REDACTED] came into her office, visibly upset, and told her that Mr. Flynn had walked into her office and up to her workspace, knocked her hands aside, and grabbed her breast. She also stated that [REDACTED] said she was reporting the incident to Personnel.

Several of the employees interviewed reported that Mr. Flynn spends much of the work day visiting the offices of female employees, including [REDACTED] at the pharmacy, and [REDACTED] Law Office. For example, [REDACTED] stated that Mr. Flynn comes to her office, uninvited, on a daily basis, up to thirty minutes at a time. According to [REDACTED], he only leaves when she either tells him to go or completely ignores him. Other employees interviewed reported that Mr. Flynn frequently fails to complete work projects, often leaving the work to others, including lawyers in the Law Office, to finish. According to employees, when looking for Mr. Flynn, he is usually not found in his office, but is usually tracked down in the office of a female employee. None of the employees interviewed recalled Mr. Flynn engaging in any physical or other sexual misconduct.

## CONCLUSIONS OF THE INVESTIGATION:

Upon review of the information obtained in this investigation, [REDACTED] claim of harassment is sustained.

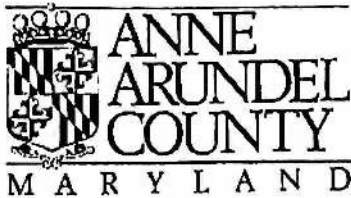
Although there were no direct witnesses to the incident, [REDACTED] account of Mr. Flynn's actions in the weeks leading up to the assault was credible and corroborated by the witnesses. Conversely, Mr. Flynn began his statement by saying that there had been no physical contact at all, but when pressed, he paused and then said that he hit [REDACTED] on the shoulder. Mr. Flynn could provide no reasonable explanation that would mitigate [REDACTED] claims or to explain a motive to file a false claim, and Mr. Flynn's demeanor during the interview brought his credibility into question.

Also, during the investigation it was learned that Mr. Flynn spends an inordinate amount of time in women's offices throughout the building. According to [REDACTED], Mr. Flynn is behind in a number of projects and he has been assisting Mr. Flynn for months. [REDACTED] Mr. Flynn's direct supervisor, stated that frequently he cannot locate Mr. Flynn and knows that he is sitting in a female friend's office.

Mr. Flynn's conduct with respect to [REDACTED] is not only conduct unbecoming a County employee, but also violates both the Anne Arundel County Non-Discrimination and Non-Harassment Policy and applicable federal and state law. He displayed inappropriate behavior towards [REDACTED] that escalated over time – when [REDACTED] asked him to stop visiting her office, he essentially ignored her request; when [REDACTED] told him not to cross into her personal space, he pushed closer and closer, until finally physically assaulting her. Mr. Flynn's pattern of conduct created a hostile work environment for [REDACTED] to the point where she now fears for her physical safety.

**I hereby certify that the information provided in this Investigation Report accurately and fairly summarizes the investigation I conducted.**

Name (Signature Required) \_\_\_\_\_ Date \_\_\_\_\_



County Executive Steven Schuh

Post Office Box 6675  
Annapolis, Maryland 21401

## Office of Personnel

Andrea M. Rhodes, Personnel Officer

September 24, 2015

Mr. Christopher Flynn  
[REDACTED]  
[REDACTED]

Dear Mr. Flynn:

This is to advise you that effective September 23, 2015 you are on paid administrative leave until further notice. As we discussed yesterday, you are being placed on leave while the Office of Personnel conducts an investigation into allegations of misconduct raised by another employee. While you are on leave your only contact with Central Services should be your immediate supervisor, Doug Jones. Susan Herrold, Assistant Personnel Officer, will be contacting you in the near future about the investigation. If you have any questions please do not hesitate to contact me.

# Fwd: FLYNN RESUME

email: "saadam15@aacounty.org Wes Adams"  
To: email: [REDACTED]

Wednesday, August 30, 2017 at 9:46:00 AM Eastern Daylight Time

Mike:

Attached you will find Chris Flynn's resume. Thank you for looking into this.  
Below are the open positions in your that Chris referenced to me when we were discussing his next steps.

## DEPARTMENT OF INFORMATION TECHNOLOGY (DOIT)

Mike Leahy is the Secretary.

### Possible positions:

- 2) Enterprise Program Management Office--- vacant as of 7/2017 Org Chart. Position is under Assistant Secretary Albert G. Bullock 410.697.9403
- 3) Director, Office of Rural Broadband
- 4) Director, Application Management
- 5) Enterprise Resource Manager

Thank you,

Wes

### Wes Adams

State's Attorney for Anne Arundel County  
8 Church Circle, Suite 200  
Annapolis, MD 21401

---

### Attachments:

Christopher B Flynn III -.docx 35k

---