

Edward Nathan (Employee ID No. 007),
666, Jalan Hollywood Boulevard
Taman Abbey Road
50659 Kuala Lumpur.

30th March 2020

Department of Human Resources,
Rhonda Co.
Level 20 Menara Utama Selatan
Jalan Tun Syed
14300 Kuala Lumpur.

Re: Sexual Harassment Complaint

I am lodging this formal complaint against Ms. Ashley Patel (Employee ID No. 8055) as a result of several inappropriate incidents which occurred in our office premises. Ms Patel is my immediate superior and I have been working with her for 4 months.

On 1.3.2020, at half past midnight, Ms. Patel would call me persistently and leave voice mails insisting for me to call her back immediately. When I called her back, she started off by asking me work related questions but then proceeded to say: *"I'm bored at home and you came across my mind. Let's get supper. I'll pick you up if you wear something to show-off that six-pack of yours hahaha"*. I have attached a copy of my call logs to this letter.

Ms. Patel also used inappropriate emoticons and referred to me as *"sayang"* and *"babe"* when we were text messaging one another on 1.3.2020, 3.3.2020 and 5.3.2020. I found this highly inappropriate and I felt extremely uncomfortable receiving such text messages from her as she is my immediate superior. I have attached a copy of these text messages to this letter.

On 9.3.2020, Ms. Patel made a comment about my body at the office pantry. This happened in the evening at approximately 3.00pm. She said: *"Wow, you look great! Your shirt really shows off your body."* I felt uneasy and walked out of the pantry immediately. On the following day, during a work-related discussion over lunch, Ms. Patel looked me directly in the eye whilst eating a banana. I must add that the manner in which she ate the banana in front of me was very suggestive. This made me feel very uncomfortable and as such I immediately returned to my workstation.

A few days later, on 13.3.2020, Ms. Patel and I were walking to the carpark together at approximately 10.00pm. As we approached my car, she hugged me goodbye. I hesitantly reciprocated as I felt her actions were unusual since she had never hugged me previously.

Whilst hugging me, she suddenly leaned in for a kiss. I was gob smacked and pushed her away immediately. I responded and told her: *"Please don't do that."* I then quickly got into my car and sped off.

Till today, I feel very uneasy every time I think about these incidents. I experience anxiety attacks every time my phone rings, thinking it would be Ms. Patel calling or texting me. At work, I try my best to avoid Ms. Patel as being around her makes me very uncomfortable. However, this is extremely difficult for me as she is my immediate superior.

I genuinely hope that the Company takes the necessary and appropriate action against Ms. Patel to safeguard my safety and wellbeing as well as the Company's interest.

Thank you.

Yours sincerely,

Edward Nathan



All

Missed

Edit

2 March 2020

Ashley (RC)

mobile

00:45



Ashley (RC) (5)

WhatsApp mobile

00:30



Ashley (RC) (5)

FaceTime Audio

20:30



Monica

mobile

14:30



Erica

mobile

Monday



Rita

mobile

Saturday



Tina

mobile

Saturday



Sandra

mobile

Friday



Favourites



Recents



Contacts



Keypad



Voicemail

< Messages Ashley (RC)

Details

Heyyyyy... how's the report coming along?

Hey Ashley 😊

It is going alright. Should be completed by the 3rd.

Oh okay thats great! So what are you currently up to? 😊

I missed you in the office today. I missed seeing you 😊

hahahaha I will be in tomorrow 😄 See you tomorrow, Ashley 😊



iMessage

Send

< Messages Ashley (RC)

Details

Hey, I had a look at the report. Minor amendments. Just emailed it back to you sayang. 😘

OK.....thanks Ashley

Eh... marah ke babe? 😞

No la I will see you tomorrow, okay



iMessage

Send

Hey, fantastic job on the report. 😊

Thanks a lot Ashley. Couldn't have done it without you!

Let's grab lunch tomorrow to celebrate. Feel like having some fun 🍆 🌸 ❤️ ❤️ 😊

errrr... I'll get back to you if I am free ok....



iMessage

Send