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Dear Sharmini,

First, I would like to say thank you for the opportunity to have worked at ICD. I have enjoyed working in the department, and will miss my work, as well as many of my colleagues greatly.

Unfortunately, upon my departure, I am propelled to write to about the bullying within ICD, and how it has been, and is still, escalating.

First, there is the issue of bullying that I have observed amongst the administrative staff and HR team in ICD. I know this might come as a surprise to you, as I know you are very committed to eradicating this type of behavior.

Unfortunately, the same reasons that the courts are not effectively protecting victims of domestic abuse, are the same reasons that the global mobility industry/HR are being ineffective in combating bullying, etc. within the work-place. (Both are the principle areas of my research of the past 8 years, and the parallels are flagrant). If I can do anything to shed light on the underlying issues and problems, and offer some possible solutions, I would be happy to be of service.

Unfortunately, while I have been the brunt of some of the bullying, for several reasons I have not lodged a complaint about it, until now. Originally, I had hoped that my own situation would not escalate, and wrote a blog on my [Huffington Post blogs](#) (see attached) to that end – hoping to ‘close’ the matter there. Unfortunately, it is my understanding that Adrianne Thapa (as OM), has decided to press and escalate the issues.

Briefly, as you can surmise in the attached [blog](#), I was involved in a rather benign altercation with the coffee shop downstairs (Filters Coffeehouse & Espresso Bar) at the beginning of September. As this altercation involves the rights-based issues which I am working on outside the Fund, I felt it not only my right, but my duty to denounce the actions (of the coffee shop manager) -- which are not only reprehensible, but fundamentally immoral, and illegal. I felt I

handled the matter in a very appropriate way, which allowed me to fulfill my civic duties, while at the same time respect, and honor, my obligations as an employee of the Fund.

When Adrienne Thapa confronted me with the altercation, and reprimanded me for having spoken out against the civil rights violations of the coffee shop in question, as well as for having identified myself as an IMF employee to the building management, I explained to Adrienne that in no way shape or form had I done anything wrong. It was my **duty** as an American citizen, to speak out against such violations, and that since I was accessing the building in my capacity as an IMF employee, and in relation to my work; I was obligated to provide that information in my complaint to the building management.

These are issues which not only are omni-present in my activism work, but are also some of the reasons I left the political arena in the ‘80s – and why I have now returned. The altercation at the coffee shop is benign, but the **issues behind the actions and altercation are not**. At the end of the conversation, Adrienne continued to insist that I had still been in the “wrong” because I had identified myself as an IMF employee, and had utilized the office phone to do so, thereby facilitating the ability of the building to “associate” me with the IMF – the implication being that I was “endangering” the Fund’s reputation through my activism work.

This is not the first time I have been “confronted” by admin staff or members of the HR team with insinuations that my activism work outside the Fund is “inappropriate” and/or “dangerous” to the reputation of the Fund. On all occasions, I have assured everyone that not only is my activism work very, very much in-line with the direction of the Fund under Christine Lagarde, but that I am sure that Ms. Lagarde would even be extremely supportive of my work, and my outspokenness.

Additionally, I have continually told everyone concerned that I maintain blogs on the Huffington Post and Womenalia (Spanish women’s networking site), and that they are at liberty to read my blogs – and see for themselves that their contentions are baseless, and quite frankly ridiculous. If they would take the time to read my blogs, they would understand that nothing I am saying, or doing, jeopardizes the Fund’s reputation, or in any way compromises the Fund – to the contrary. I was even told that I should not divulge the fact that I even work at the IMF (which is on my LinkedIn profile).

I requested a clarification from the SAC on what the Fund’s policy on employee activism is, but never heard back from them. I even spoke with the PRW<sup>1</sup> about my incident with Adrienne, and while I explained I would not pursue the issue further, I thought it helpful to bring up the ‘issue’ of employee activism (and any eventual bullying by other staff to silence said activism) to the Fund, so they might address the issues in an appropriate manner.

I have known Adrienne for over 5 years. She was my IMF-HR contact during my time at the IMFFA, and while I have always maintained an amicable relationship with her, her management-style is antiquated, she lacks organizational skills and the ability to coordinate and ‘harmonize’ a

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<sup>1</sup> Peer for Respectful Workplace (PRW)

working group, and all too often she relies on intimidation, humiliation and bullying tactics to cover-up for her ineptitudes.

Not only have I done extensive research on these topics, but I have observed this ‘management-style’ (within the home, office, and community) on all too many occasions, and ‘see’ the signs very, very clearly. Unfortunately, it is my understanding that not only was my contract terminated because of my activism work, but further that Adrianne is attempting to have me ‘blacklisted’ at the IMF (in regards to future work with the Fund through a temp agency, as a contractual, or in a staff position, if I desired) -- because of that activism work.

Regrettably, the efforts of Adrianne to ‘silence me’ are just one more examples of a very, very long series of “reprisals” I have suffered as a consequence (direct and indirect) of my DV<sup>2</sup> case and activism work. This is the crux of where the issues lay in empowering women to empower themselves – how and why societies are silencing victims, instead of protecting them. This is what needs to be addressed by ‘authorities;’ the social issues which support, sustain, and perpetuate abuses of power in all its forms – because they are exponential, and all inter-related.

Unfortunately, I am in the process of preparing my case against Spain for submission to CEDAW<sup>3</sup>. In my case, I provide a detailing of all of the reprisals I have received for my DV complaint in Spain (police officers, my lawyers, presiding judges, and a long list of public authorities, including consulates). Additionally, included are all of the violation of my social & economic rights in the past 8 years (illegal evictions & firing, lack of access to healthcare & social assistance systems, etc.) and the **absolute, total lack of governance, transparency and accountability in government agencies that I have encountered at literally every turn**. It is truly mind-boggling (and enlightening in a bad way) to find out just how profound the social problems and issues are for victims in systems that are so, so profoundly and totally broken.

What people must understand in dealing with bullies is that people who abuse power will, almost by osmoses support, and cover-up the abuses of others – in the hope that when they bully someone in their turn, they will be ‘protected’ by another bully. And, basically this is how the ‘bullying network’ works. These customs and traditions are so deeply, entrenched and ‘rationalized’ in the belief system of these people that they are incapable of understanding the ethical issues at play. Another issue is that “people” believe “anything they hear” without ever verifying the veracity, or the logic, of what they are being told; with the gullibility and ignorance THE primary problem. And, that is basically how bullies so successfully manipulate everyone.

I have repeatedly tried to impress upon Adrianne the legal ramifications of her actions – and how she is exposing the Fund to ethical issues. It is she that is putting the reputation of the Fund in “danger” with her “reprisals” against me. But, quite frankly I do not believe that she truly comprehends the consequence of her actions, nor the ethical issues in play – and my efforts to warn her of the ramifications of her actions have fallen on deaf (or uncomprehending) ears.

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<sup>2</sup> (DV) Domestic violence

<sup>3</sup> My case will be the 3<sup>rd</sup> jurisprudence on violence against women/domestic violence (VAW/DV) as human rights violations. The first jurisprudence is *Gonzalez Lenahan vs. USA*, 2011 and 2<sup>nd</sup> *Gonzalez Carreno vs. Spain*, 2014 (CEDAW). My case Wilcox vs. Spain, challenges the Spanish (rejected defense) in *Gonzalez Carreno vs. Spain*.

Unfortunately, anything related to the violation of my social and economic rights as ‘reprisal’ related to my DV/VAW issues must be included in my submission to CEDAW. While I had hope to ‘close’ the issue with Adrienne (and coffee shop) with my blog (and thereby ‘brush’ it off as an isolate incident between two employees), due to Adrienne’s insistence in pursuing the matter, I have absolutely no other option than to report her actions to the ICD/IMF, and provide them with the opportunity to take action. (I cannot provide information about ‘reprisals’ to CEDAW without having previously been completely transparent with the IMF, and provide them with the opportunity to take appropriate action. That would be totally inappropriate on my part. Adrienne has literally given me no choice in how to proceed here.)

Please note that Adrienne has never said that she is attempting to have me blacklisted, but everything indicates that this is exactly what she is doing (90% of communication is non-verbal, “people talk,” and this is my area of expertise). Additionally, it is my understanding that she is disseminating false information, contending that my ‘transgression’ occurred in the Chinese restaurant, Chalin’s, not the coffee shop. (My understanding is that she is friends with the Russian manager of the coffee shop, and is trying to cover-up for his actions; and, therefore falsely reporting the location of the incident).

I have not directly confronted Adrienne with my suspicions, as I am all too well-versed in these situations. She would never admit to anything, and simple reinforce her tactics -- escalating the issues further.

In the interest of transparency (and what concerns me perhaps the most for ICD in this situation), is that I have become quite well-known amongst the press (and women’s right & human rights groups) on both sides of the Atlantic, for my activism work. It is only a matter of time (probably during the upcoming US elections) that the problems within family courts will ‘explode’ in the press, with me as one of THE experts on the human rights issues within these courts. Also, I am in contact with Ingrid Betancourt about heading up a global campaign on VAW as human rights violations, with her possibly coming to DC in 2016 for an IMFFA sponsored event. (Her sister was a friend of mine, and I supported campaign in Colombia before her kidnapping – the issues haven’t changed, the shoe is just on the other foot this time). Additionally, I am scheduled to informally meet with someone at *Women, Business and the Law* at the World Bank in regards to my research. Ms. Lagarde was right at the Town Hall when she said many of the issues (but not all) are more appropriately under the purview of the World Bank -- and the WB, as well as the UN, are two doors I am definitely knocking on.

Apart from working in ICD, I have worked in EUR, COM, LEG, MCM, and the IMFFA. I know a lot of people in the Fund, and Adrienne spreading rumors about me (particularly in regards to my activism), and having me blacklisted, will reflect badly on ICD – and the Fund.

I do so very, very truly regret writing this letter, and being obligated to bring these issues to your attention. But, I could not in good-conscious, not inform you as to a situation which might ultimately put you, ICD, or the IMF in an uncomfortable and embarrassing position in the future. Unfortunately, since Adrienne is a part of the HR team, and the OM, I have not felt at liberty to bring this to anyone in the HR team, and felt my only option was to address you directly.

So many of the problems of this world could be avoided if people would nip them in the bud, instead of sweeping everything under the carpet until they explodes in their face – and I so fear that this is one of those situations, if I do not speak-up now.

I hope that this information might be of assistance to you as I know you are very sincere in your effort to have a smooth functioning, ‘harmonious’ department. If you should have any questions, I remain entirely at your disposition.

Sincerely,

Quenby