

January 29, 2018

San Diego Community College District
Human Resources
3375 Camino Del Rio South
San Diego, CA 92108

To Whom It May Concern,

I, Arlen Rincon, can confirm the following information:

1. During my interview on 07/07/2017, I stated that I did NOT login as Roxann Solis into PeopleSoft. This was true information, I have never logged in as Roxann Solis and Roxann Solis did not share her username and password with me during my time within Business Services.
2. After my interview on 07/07/2017, I returned to the Business Services Office and was harassed by Cecilia Thibeault. She stated that if I did not lie and state that I logged in as Roxann Solis that I could lose my job. I feared that this would strain my romantic relationship with her son. She began to harass me verbally and by text message over the weekends. I reported this harassment to Seher Awan, Vice President of Administrative Services since my supervisor Roxann Solis was on medical leave, 7/10/2017.
3. During my interview on 07/19/2017, I made inaccurate statements that I logged in as Roxann Solis due to my fear over losing my hourly position at City College as well as my relationship with Cecilia Thibeault's son.
4. The verbal and written harassment I was subjected to by Cecilia Thibeault, as well as the hostile environment I felt inside the office ultimately led me to request an assignment transfer to a different area within City College.

During my time within Business Services, I served as Roxann Solis' assistant. I supported her in the office, however I never logged in as Roxann Solis or approved requisitions or travel on her behalf. My statements on 07/07/2017 were true.

I declare under penalty of perjury under the laws of the State of California that the foregoing is true and correct. If you would like to contact me or schedule an interview, please feel free to contact me.



Sincerely,
Arlen Rincon -NANCE Employee
School of Business, IT, & Cosmetology