

FORD, CHARLES

Respect

Organization:

Location:

Manager:

STORE MANAGER

Evaluated By: JOSHUA WILLIAMS

3/21/2022 - 3/21/2022

STORE MANAGER

Completed On: Mar 21, 2022 4:07 PM

Disciplinary Action

Reason: Termination (United States of America)

Reason for Disciplinary Action

Please indicate the Disciplinary Action sub-reason

Not Specified

Disciplinary Action Details

Please provide details related to this disciplinary action.

Manager Evaluation:

Multiple associates in store #0884 raised concerns to leaders about an audiobook written and published by associate Charles Ford that included their names and personal information. A thorough investigation has been completed, including review of the audiobook, interviews with multiple associates named in the book, and speaking with Charles himself.

Specific associate information shared in the book includes, but is not limited to, associate medical conditions or perceived medical conditions, information about associates' intimate relationships, sexually inappropriate descriptions of female associates, and other disparaging remarks. The book also includes multiple references to violent scenarios in the workplace. None of the associates who raised concerns about their information being included had provided consent to Charles to publish the information.

Associates are responsible for their own behavior and for understanding how others may perceive their conduct both in the workplace and in situations outside of the workplace that have a direct impact on the workplace. It has been determined that Charles's actions have adversely impacted and disrupted the workplace, in violation of the Company's Respect Policy and warrant a termination of employment.

Improvement & Action Plan

Improvement and Action Plan

Manager Evaluation:

Acknowledgement

Entered By: FORD, CHARLES

Date :

Status :

Comment :