

Investigation Summary Memorandum
IN RE: Richard (Brock) Hill
Bureau of Parks and Conservation
Department of Environment & Conservation

1. Initiation of Investigation

On February 6, 2019, a Department of Environment and Conservation ("TDEC") female staff member provided verbal notice to TDEC's management of her complaint of inappropriate behavior against Richard (Brock) Hill, Deputy Commissioner. On February 7, 2019, TDEC's management notified TDEC's Director of People and Organizational Development ("TDEC HR") and TDEC's Office of General Counsel ("OGC") of the verbal complaint. TDEC's HR and OGC immediately contacted the complainant to determine whether the allegations fell under the State's policy on Workplace Discrimination and Harassment, DOHR Policy 12-008 (State's Policy). During the review, TDEC becoming aware of three additional complaints from other TDEC staff against Mr. Hill. On February 8, TDEC informed the Department of Human Resources (DOHR) of the allegations and initial findings. Because the allegations involved a Deputy Commissioner, DOHR, pursuant to the State's Policy conducted a review of TDEC's analysis.

2. Description of Complaints

Four TDEC employees allege that they were subjected to unwelcomed verbal and physical conduct by Mr. Hill. The allegations, which have happened over a substantial period of time and in some cases over years, stem from sexually charged comments, and unwelcomed advances. The complainants all stated that they did not feel they could report their complaints because of fear of retaliation and job loss because Mr. Hill was a Deputy Commissioner. While Mr. Hill was not the direct supervisor of any Complainant, he had authority over the conditions of employment of each complainant as Deputy Commissioner over the Bureau in which they worked.

3. Summary of Evidence and Conclusion

The information gathered during the investigation, which was substantially corroborated by witness testimony and complainants' statements showed a consistent pattern of inappropriate behavior by Mr. Hill over a long period of time. TDEC's leadership, on February 8, 2019, determined that it was appropriate to separate Mr. Hill's employment from state service. TDEC's leadership felt there was no scenario in which Mr. Hill could remain employed at TDEC based on the available and credible information gathered at that time and the obligation to act promptly and appropriately under the circumstances. As an executive service employee, Mr. Hill serves at the pleasure of the appointing authority and does not have the ability to appeal a dismissal. (See Tenn. Code Ann. 8-30-202). Based on the review, DOHR affirms the results.



Lesley T. Farmer
Deputy Commissioner & General Counsel
Department of Human Resources

2/26/19
Date