



## **May 21, 2006 - Clarification by the Archdiocese of Boston regarding today's news reports concerning Dr. Robert Haddad**

**Brighton, MA...**Today's story regarding actions taken to reprimand Dr. Robert Haddad, President and CEO of Caritas Christi Health Care System, requires clarification regarding the sequence of activities that occurred. The correct and complete information follows:

In late April, Cardinal Sean O'Malley was first notified of complaints that had been made by two female employees at Caritas Christi that Dr. Robert Haddad had engaged in conduct consisting of kissing or hugging of employees. The first of these complaints was received in early February by the human resource department at Caritas Christi; the second was received by the human resource department in early March. This conduct was alleged to have occurred on hospital property in public and in private.

Cardinal Sean took these allegations extremely seriously and sought to investigate and address the situation as expeditiously as possible, in a manner that was fair to all involved parties. After consultation with legal counsel and appropriate officials at Caritas Christi, it was agreed that Jean Musiker, an independent outside investigator and former general counsel of the MCAD (Massachusetts Commission Against Discrimination) would be hired to investigate these complaints. Her assignment included the production of a comprehensive report detailing the findings of her thorough investigation including interviewing the women making the complaints, other relevant witnesses including two other women who reported similar experiences, and also Dr. Haddad, who as of that time had not previously been interviewed. The scope of her report was limited to investigating the facts of the situation and she was not asked to and did not offer a recommendation as to the appropriate disciplinary action. Ms Musiker found that Dr. Haddad's conduct was improper and violated both Caritas Christi's sexual harassment policy and state and federal employment law. She also concluded that Dr. Haddad's conduct while clearly improper was not of an exceptionally egregious nature.

The Cardinal then sought the advice of Scott Moriearty, a second outside legal counselor possessing expertise in the area of employment law, to evaluate the investigation and make an independent recommendation of appropriate disciplinary action in response to the findings of Ms. Musiker's investigation. Scott Moriearty concluded that Ms. Musiker's investigation was appropriate and conformed to accepted standards for such an investigation. Mr. Moriearty also offered the Cardinal advice as to the range and type of corrective action that a conscientious employer intent on meeting its legal obligations would implement under the circumstances. Mr. Moriearty's recommendation was for a set of corrective actions including both oral and written reprimands and warnings, with a clear statement as to the consequences of any future violations, as well as training.

Lastly, the Cardinal asked Steve Perlman, a third employment law expert, to review the work of Ms. Musiker and Mr. Moriearty and advise the Cardinal and the Board of Governors. Relying on the advice of Mr. Moriearty and Mr. Perlman, as well as the facts found by Ms. Musiker, the Cardinal made a preliminary determination that the appropriate disciplinary plan consisted of a stern reprimand and warning to Dr. Haddad, a directive to participate in sexual harassment sensitivity training, and that Dr. Haddad should be informed that any retaliatory action or any future credible complaints such as these would result in his immediate termination.

Before making a final decision and submitting the matter to the Board of Governors, the Cardinal first received directly from Dr. Haddad his assurance that such behavior would not occur again. Dr. Haddad also indicated to the Cardinal that he did not intend to offend anyone by his actions. With the belief that Dr. Haddad was prepared to accept the full consequences of this disciplinary plan, the Cardinal brought the matter to the Caritas Christi Board of Governors last Thursday, May 18, 2006.

The Caritas Christi Board of Governors voted unanimously (with one member abstaining) to accept the disciplinary plan proposed for Dr. Haddad. This is the first time that any allegations regarding improper conduct by Dr. Haddad had been received by either the Cardinal or the Board of Governors. The Cardinal and the Board of Governors con-



sidered but did not agree to implement a remedy of termination as had been proposed by the Caritas Christi director of human resources.

Following the Board of Governors' meeting, the Cardinal also asked Ms. Musiker to make direct outreach to the women who brought these complaints forward, to assure them that their complaints were taken extremely seriously by the Cardinal and the Board of Governors, that their complaints were investigated thoroughly and that the sanctions imposed were in keeping with the recommendations of the outside labor experts. She will also assure them that the Cardinal and Board of Governors are extremely serious and sincere about hearing of any future action - either inappropriate behavior or retaliation. They are being instructed to report any such information directly to her. Cardinal Sean O'Malley and the Caritas Christi Board of Governors reiterate their commitment to providing a working environment free from sexual harassment.

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