

For Immediate Release

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Port of Seattle Investigation Finds Inappropriate Email Use Disciplinary Action Taken Immediately

(Seattle – July 25, 2008) – The Port of Seattle announced today that an investigation identified 15 employees who violated appropriate computer use and anti-harassment policies. Of the 15 employees found to have violated Port policies, eight were terminated and seven have received varying forms of discipline, including leave without pay. Four outside consultants were also released from the project team. Upon finding initial violations, port staff retained an outside firm to conduct the investigation.

“This is especially disappointing, as we have been clear with staff about our expectations that employees read, understand and abide by the Port’s policies,” said Port CEO Tay Yoshitani.

In January 2007, every Port of Seattle manager and supervisor was directed to ensure that employees read, understood, and had opportunities to ask questions about Port policies, specifically policies related to appropriate computer use and anti-harassment. In addition, it was mandatory that all employees take anti-harassment training

In an additional memo to Port staff in June 2007, Yoshitani stated that policy violations demonstrate a total lack of respect for oneself, one’s colleagues and the organization as a whole, and that there would be zero tolerance for violators.

Though Yoshitani shared his disappointment, he stated in a message to staff, “I continue to have great faith and trust in the people who come to work each day to do their best for the Port and the citizens of King County — and I know that is the vast majority of our employees.”

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