

Concerning experiences at Hope & Home

TIMELINE:

- [REDACTED]
- [REDACTED]
- **September/October 2014:** I was going through a difficult time in my marriage. My work habits changed during that time. I typically worked 50+ hours a week, and I started to make a work/life balance more of a priority. I was keeping to myself more at work because I did not want to share all of the details with anyone. Also, due to stress I was not sleeping or eating well, I was visibly more emotional, and I lost a lot of weight in a very short time. Many people were worried about me, including Ross. He asked me on several occasions to tell him what was going on. I tried to keep my answers general, like just letting him know I was trying to get a better work life balance because I felt I had been neglecting my home life lately; however, he kept saying that did not match up with how strange and sad I had been. Finally one day he came into my office, shut the door, sat on my couch, and asked me a string of questions about my marriage. He stayed in my office for several hours. He wouldn't accept my general answer of what was going on with me. He continued to question me to ask for details, including information about my sex life. Shortly after Ross learned details about my marital struggles he gave me a copy of his house key and told me that I could come to his place any time of day and stay for as long as I needed to if I ever had to get away for awhile. I never used this key or stayed in his home.
- **November/December 2014:** Bridgette left Ross and their marital issues become the focus of our management team. While Ross was in the midst of separation and divorce from his wife he would have hours long meetings with the management team where he had us all review printed text messages and emails from his wife. He would vent to us and he had us strategize his next steps and responses to her.
- [REDACTED]

- **Spring 2015:** During staff meetings Ross would sometimes walk up behind someone and start massaging their shoulders. During a Launch once he walked up behind me while I was sitting down and started playing with my hair. Later that evening one of the foster parents confronted Ross and told him how inappropriate that was. He just kind of laughed it off. There were several instances throughout my employment at Hope & Home when Ross would tell me how beautiful I was. I remember distinctly one time when I was wearing a new red sweater. I was running around setting up for Launch, and he pulled me aside in the hallway. He clearly looked me up and down and asked if I was wearing a new sweater. I told him yes it was new. He saw something along the lines of “wow, your husband doesn’t know what he is missing.”

- [REDACTED]

- **December 2015:** There were several occasions when Ross would call or text me late at night (9:30pm and later) asking if I was available to talk. He has also invited me over late at night to hang out, which I never did. He has left me voicemails late at night where he sounded drunk. I wouldn’t call back, just follow up with a text the next morning asking if everything was okay at work. Ross texted me around 9:30/10:00pm on Christmas Day 2015 asking what I was doing. I did not respond. The next morning I learned that he texted two of my co-workers until someone called him. He was drunk and wanted someone to come over. After learning about this I finally told my husband about all of Ross’ concerning behaviors.

- [REDACTED]

- **2016:** [REDACTED] He then made a comment about how it would be a shame if I had to lose my job over this.

- [REDACTED] **2016:** [REDACTED]
I took this as a threat to my job and I made the decision to leave on my own. I went to Hope & Home late that night to clean out my office, and I turned in my resignation the following Monday.
- [REDACTED] **2016:** I submitted my resignation (effective immediately) [REDACTED]
[REDACTED] I left immediately without notice because I did not feel safe around Ross.