

# Officer files charge against boss

9/10/93 Jersey Journal

By Patricia Scott  
Journal staff writer

A Hudson County sheriff's officer is charging her boss with sexually harassing her and publicly humiliating her continually during the past six years.

Officer Rose Mary Frank, who joined the sheriff's staff in 1985, says in a complaint filed yesterday with the state's Equal Employment Opportunities Commission that she has been mistreated by the Sheriff's Office and been singled out for harassment and punishment by Under Sheriff Martin Budinick, her direct supervisor for the past five years.

Frank, who claims docu-

## Officer not alone

Police Officers Valerie Archibald, Joanna Reynolds file charges

Page 6

mentation of all the alleged incidents of sexual harassment is being represented by Hackensack-based attorney Gayle Loftis, who filed the EEOC complaint on Frank's behalf.

The EEOC will send Budinick and the sheriff copies of Frank's charges within the next 10 days and they will have a chance to respond.

Loftis also met last week with County Personnel Director Larry Henderson, who promised to investigate Frank's allegations.

Henderson has not returned calls about the case, but Loftis claims he told her he is powerless to do anything about alleged misbehavior by the sheriff on his staff because the sheriff is an elected official.

Loftis has asked Henderson to turn the investigation over to the U.S. Attorney's Office.

"As long as he feels the county is impotent in this regard, maybe another office will feel the need to act," Loftis suggested.

Frank claims her problems on the job began in 1987 when two obscene drawings depicting herself and Under Sheriff Robert Crawford were scrawled in a

See POLICE — Page 6

locked county bathroom and another location that was accessible only to staffers.

Frank sent memos to Crawford and Sheriff Edward Webster complaining about the graffiti, but says the scrawl remained on the walls for nearly two years. Frank contends no action was taken by the sheriff to catch the culprit or to prevent a recurrence.

Webster said that he will not discuss any aspect of Frank's case.

Frank said she tried to take a leave of absence in 1987 and cited sexual harassment as the cause, but that she was told by the county Legal Department she would have to instead fill out a release form indicating the leave was for personal reasons only and not due to harassment.

Frank says she complained about that situation to Henderson, and said she was then subjected to special abuse by Budinick, her newly named direct supervisor, who complained that she had gone over his head.

"He threatened to fire her for going past him, and basically at that point decided to make her his special mission," Loftis says.

Budinick denies threatening to dismiss Frank during that incident.

Frank claims Budinick then began making obscene remarks to her, and at one point made a particularly graphic and lewd comment her as she was training a group of male officers.

Frank claims Budinick also promised her a transfer in return for sex, and grabbed her buttocks on Feb. 8, 1993.

Budinick said yesterday all the allegations are "absolutely untrue."

"He threatened to fire her for going past him and basically at that point decided to make her his special mission."

Gayle Loftis

Attorney for Rose Mary Frank

"I've been married 21 years and I work with more than 100 people every day, and you don't hear this from any of them," she said yesterday. "I know better than that. But I don't plan to battle her lawsuit in the newspaper."

Budinick said he works with men and women and has never been accused of this type of behavior before.

"I don't know what her motive is," he said.

Frank claims she was also denied overtime assignments and was not allowed to use her sick and vacation days even though others officers were.

Her complaint says she was ordered to work through her lunch break with no pay and no relief. Budinick said yesterday he recalled that case and urged her to file a grievance which she won.

Frank's requests to be transferred from direct supervision by Budinick have been ignored by the sheriff, Loftis claims.

Loftis says Frank has been on leave against her will since Feb. 18 because of a clash with Budinick, who ordered her to go to the hospital because she had told him she had suffered a nosebleed earlier in the day. Loftis said Budinick then ordered Frank to undergo a "fitness-for-duty" exam and psychological evaluation, and has refused to allow her to return to work under any condition.

Budinick would not comment on that incident, but confirmed that Frank is currently not working.

# Police officer files harassment charge