

# Redacted

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**Subject:**Resigning due to extreme harassment by [REDACTED]

**Date:**Wed, 31 May 2017 15:58:42 -0700

**From:**[REDACTED] <[REDACTED]@oracle.com>

**Organization:**Oracle Corporation

**To:**[legal\\_us@oracle.com](mailto:legal_us@oracle.com)

Hi

Today is my last working day at Oracle - after 19 years of service

I am resigning because of the extreme harassment, discrimination, intimidation and abuse by the [REDACTED]. I join the long list of people he has successfully nudged out ... [REDACTED] the entire team from [REDACTED]....

It is a long story -I will try to give a few incidents and some of the practices in his org

1. I joined Oracle during [REDACTED], my manager since then has been [REDACTED]
2. I became a manager around [REDACTED] and since then , have been managing teams successfully – both in the US and in India
3. My performance rating has ALWAYS been a 4/5 . Once I even received a 5/5
4. I recently received a US patent - the only one in [REDACTED]

1  
**Exhibit P-129**



The [redacted] organization moved under [redacted] a few years back. Since then I have been through so much harassment, discrimination, intimidation and abuse by the [redacted]

[redacted] has :

1. he has used four letter words in meetings trying to intimidate me
2. yelled at me in almost all the meetings
3. put down the work i do in every single meeting
4. ridiculed me much in front of peers and colleagues
5. deliberately overloaded me without giving the resources (email attached – ‘Concern over the new process’)
6. excluded me from normal workplace communications, making me feel unwelcome
7. not given me the resources required to do the time sensitive projects (email attached) - think he wanted me to fail and set me up for it
8. Moved away my teams from under me – without a word of talking to me

**Impact it had on me :**

1. heart palpitation and ireegular heart beat – resulting in many hospital visits
2. had trouble sleeping
3. had nausea and vomiting on the days i had meetings with him - which unfortunately was on mondays, tuesdays,wednesdays,thursdays - all days except fridays
4. from a person who used to be at work at 6.30 am, i started dreading coming to work
5. started having increased health issues - high blood pressure - attached emails I sent to my astrologer (Emails logan-1, logan-2, logan-3)
  
6. lost all self confidence and continuously was obsessing if I provoked these harassment
7. went to medical depression - that I took LOA from April 2016 to November 2016

**Actions I took from my side to handle this situation :**

1. Met with [redacted] to find out the root cause
  - there was no communication from him to me on any possible reason
  - during the meeting he said three people took transfers from under me .
    - well, does Oracle not encourage transfers ?

- my answer to that is - the amount of pressure he planned for me and the unrealistic workload and deadlines he had for me , well the team had to take some pressure from it , some of the team members did not take it so well and wanted to move to teams where work load was less

There have been many members who have reported to me for more than a decade, who have left oracle and have come back again to report to me , who have left oracle and are looking to come back and report to me (email from ██████████)

2. Tried reaching out to ██████████ - email attached . I never received any response (email attached)

3. Reached out to HR - email attached. I had a phone conversation, where she was again and again talking about my manager ██████████ who had no role in what was happening - as ██████████ had told her clearly he will override her with what he wanted – (email attached from ██████████)

I felt HR was not interested in my issue, so i just left it at that

4. Reported through anonymous reporting – they closed the case asking me to resolve it with the help of HR

5. Went off on Leave of Absence for 6 months

**Other discriminating activities going on in his org :**

1. Next to impossible to take an internal transfer and move to another org at Oracle . Some have been threatened that the transfer would be stopped, some have been delayed unduely that they had to get HR to help with the process, many have left the company not able to handle the intimidation
2. No hiring of women in his org at ██████████, as they may pregnant – gender discrimination
3. Pregnant women have been orally asked to resign with the promise that they will be recruited again once they are ready to work again : actually some have resigned
4. No recruitment of youngsters - recruit only middle aged employees so there is less attrition : age discrimination
5. The caucasians are treated a class higher than the asians. ██████████ is more civil while talking to these people , maybe because he thinks the asians are not good enough to be treated as people
6. Nepotism rampant : many hires have been brought in at a higher designation and a higher pay than was advertised and in most such cases, the new hire is related to a powerful person in the org
7. If someone is sick, God save him/her .Any medical certificate produced is downright rejected as fraud and the employees are forced to report to work

8. The general elections in India according to [REDACTED] are 'bloody elections' as Oracle India had declared a holiday
9. the operations in charge - [REDACTED] works from a remote location in [REDACTED] and is managing the daily operations at HYderabad ,1500 km away - How ? [REDACTED] likes him ,so no questions on that
10. Please take a look at the recent promotions : [REDACTED] (his carpool partner), [REDACTED] . These two have delivered nothing till date
11. Please take a look at the options and benefits given - who has received more - his favourites no doubt
12. Please take a survey in his org on how many people have been sidelined and sitting doing nothing - you will be surprised
13. [REDACTED] reported to him earlier ,during a past layoff he was given the package and asked to go by [REDACTED] .After a couple of years [REDACTED] was brought back again at a higher designation, promoted in two years when he had delivered nothing ,now an established DOO is going to be rolled under him and few more will be sidelined

Knowing the person he is,he will say he is not aware of any of the above - thats how he works

If he does not know what is going on in the org - then how is he a good manager

If he knows - then who gave him the permission to do all the above

I do not know if there will be any response to my complaint ,it is up to the legal system . I ultimately got the courage to report .

He has grown too fast too soon, hence does not know how to manage people

Oracle has always been my dream company . Happy I had a good journey for the most part

Thanks