

hurt me more. And I guess he described it best in his opening statement on Friday. His words and his emotions are still ringing in all of our ears and all of our hearts.

I have done the best I could, Senators, to be honest in my statement to you. I have presented the situation as it was then, as I lived it, side by side, with Clarence and with Anita.

You know, I talked with my mom before I came here, and she reminded me that I was always raised to stand up for what I believed. I have seen an innocent man being mugged in broad daylight, and I have not looked the other way. This John Q. Public came here and got involved.

Senator KENNEDY [presiding]. Ms. Fitch.

TESTIMONY OF NANCY E. FITCH

Ms. FITCH. Mr. Chairman, Senator Thurmond, members of the committee: My name is Dr. Nancy Elizabeth Fitch. I have a BA in English literature and political science from Oakland University, which was part of Michigan State University at the time—

Senator THURMOND. Would you please pull the microphone closer to you, so that the people in the back can hear you.

Ms. FITCH [continuing]. And a masters and Ph.D. in history from the University of Michigan in Ann Arbor. I have taught at Sangamon State University in Illinois, was a social science research analyst for the Congressional Research Service of the Library of Congress, been a special assistant and historian to the then Chairman of the U.S. Equal Employment Opportunity Commission, Clarence Thomas, an assistant professor of history at Lynchburg College in Virginia, and presently assistant professor of African-American Studies at Temple University, in Philadelphia.

From 1982 to 1989, I worked as a special assistant historian to then Chairman Clarence Thomas of the U.S. Equal Employment Opportunity Commission. I worked for and with him 7 years and have known him for 9. I researched the history of African-Americans, people of color and women and their relationship to issues, including employment, education and training. These were used for background on speeches, special emphasis programming at the Commission and for policy position papers.

I reported only to Judge Thomas, and my responsibilities also included outreach efforts to local colleges and universities and to the D.C. public schools. Judge Thomas was interested in his staff and himself being mentors and role models, especially, but not only to young people of color.

In these 9 years, I have known Clarence Thomas to be a person of great integrity, morally upstanding, professional, a decent person, an exemplary boss. Those years spent in his employ as a schedule C employee, a political appointee, were the most rewarding of my work life to that time. My returning to higher education I attribute to his persuading me to return to what I loved, not continuing as a bureaucrat, but returning to teaching.

I would like to say Judge Thomas, besides being a person of great moral character, I found to be a most intelligent man. Senator Biden was correct yesterday, when he indicated that the Republi-

can side of the panel might have overlooked its easiest defense, that of dealing with the judge's intelligence.

If these allegations, which I believe to be completely unfounded and vigorously believe unfounded, were true, we would be dealing not only with venality, but with abject stupidity with a person shooting himself in the foot, having given someone else the gun to use at any time.

There is no way Clarence Thomas—CT—would callously venally hurt someone. A smart man, concerned about making a contribution to this country as a public official, recognizing the gravity and weightiness of his responsibilities and public trust, a role model and mentor who would, by his life and work, show the possibilities in America for all citizens given opportunity, well, would a person such as this, Judge Clarence Thomas would never ever make a parallel career in harassment, ask that it not be revealed and expect to have and keep his real career. And I know he did no such thing.

He is a dignified, reserved, deliberative, conscientious man of great conscience, and I am proud to be at his defense.

As I told the FBI agent who interviewed me on Tuesday, October 1, I trust Judge Thomas completely, he has all of my support and caring earned by 9 years of the most positive and affirmative interacting, not only with me, but with other staff and former staff, men and women, and I know he will get back his good name.

Thank you.

Senator KENNEDY. Thank you very much.

Ms. Holt.

TESTIMONY OF DIANE HOLT

Ms. HOLT. Mr. Chairman, Senator Thurmond, and members of this committee: My name is Diane Holt. I am a management analyst in the Office of the Chairman of the Equal Employment Opportunity Commission.

I have known Clarence Thomas for over 10 years. For 6 of those years, I worked very closely with him, cheek to cheek, shoulder to shoulder, as his personal secretary. My acquaintance with Judge Thomas began in May 1981, after he had been appointed as Assistant Secretary for Civil Rights at the Department of Education.

I had been the personal secretary to the outgoing Assistant Secretary for several years. Upon Judge Thomas' arrival at the Department, he held a meeting with me, in which he indicated that he was not committed to bringing a secretary with him, and had no wish to displace me. Because he was not familiar with my qualifications, he made no guarantees, but gave me an opportunity to prove myself.

That is the kind of man he is.

In May 1982, Judge Thomas asked me to go to the EEOC with him, where I worked as his secretary until September 1987.

I met Professor Hill in the summer of 1981, when she came to work at the Department of Education as attorney adviser to Judge Thomas.

After about a year, Judge Thomas was nominated to be Chairman of the EEOC. He asked both Professor Hill and myself to transfer with him.