

Now, I was asked by the panel, they apparently have decided how they would like to proceed, and I would just yield to the panel to proceed in 3-minute intervals seriatim, and we will finish.

I beg your pardon, I am required to swear you all in, I am sorry.

Do you swear that the testimony you are about to give will be the truth, the whole truth, and nothing but the truth, so help you, God?

Ms. JOHNSON. I do.

Ms. TALKIN. I do.

Ms. BROWN. I do.

Ms. NEWMAN. I do.

Ms. JACKSON. I do.

Ms. ALTMAN. I do.

Ms. JENKINS. I do.

Ms. SAXON. I do.

The CHAIRMAN. Thank you very much.

**TESTIMONY OF A PANEL CONSISTING OF PATRICIA C. JOHNSON, DIRECTOR OF LABOR RELATIONS, EQUAL EMPLOYMENT OPPORTUNITY COMMISSION; LINDA M. JACKSON, SOCIAL SCIENCE RESEARCH ANALYST, EEOC; JANET H. BROWN, FORMER PRESS SECRETARY, SEN. JOHN DANFORTH; LORI SAXON, FORMER ASSISTANT FOR CONGRESSIONAL RELATIONS, DEPARTMENT OF EDUCATION; NANCY ALTMAN, FORMERLY WITH DEPARTMENT OF EDUCATION; PAMELA TALKIN, FORMER CHIEF OF STAFF, EEOC; ANNA JENKINS, FORMER SECRETARY, EEOC; AND CONSTANCE NEWMAN, DIRECTOR, OFFICE OF PERSONNEL MANAGEMENT**

Ms. JOHNSON. Good morning, Chairman Biden, Senator Thurmond and other members of this committee.

I am Patricia Cornwell Johnson, and I currently work as the Director of Labor Relations of the Equal Employment Opportunity Commission. I received my bachelor's degree from the American University here in Washington, and my law degree from the Georgetown University Law Center. I am a member of the bar of the District of Columbia, the U.S. Supreme Court, the U.S. Court of Appeals for the District of Columbia Circuit, as well as the majority of other U.S. Courts of Appeals.

I received my labor relations training at the National Labor Relations Boards. I moved from there to corporate America, then to a major transit authority, before going to the EEOC. I work in an area that is dominated by men and I have never met a man who treated me with more dignity and respect, who was more cordial and professional than was Judge Clarence Thomas.

Shortly after joining the Commission—and I must apologize to my mother for making this statement on worldwide TV, and I am grateful that she is asleep—then Chairman Thomas became aware that I used profanity in some exuberant exchanges with union officials. Chairman Thomas made it clear to me that that was unacceptable conduct which would not be tolerated. I was shocked because up until that time, such language had indeed been acceptable, almost expected—it made me “one of the boys.” Chairman Thomas insisted that his managers conducts themselves in a

manner that was above reproach and he held himself to that same high standard.

I had occasion to meet with Chairman Thomas alone to discuss labor relations and strategies. He was always professional. As a labor attorney with approximately 15 years of experience, I have drafted policy statements concerning sexual harassment, I have trained managers concerning what constitutes harassment, how to deal with such allegations.

Furthermore, with a previous employer, I was a victim of sexual harassment. It was the most degrading and humiliating experience of my professional career. I confided in friends and family concerning the best manner to confront it. I did confront it and I eventually left that position. But I must tell you that, during the time I had to continue to work with the perpetrator, I avoided contact, especially one-on-one contact with him, and since leaving that position I have never had any further contact with that man.

I do not believe these allegations that have been leveled against Judge Thomas. Moreover based on my professional experience, as well as my personal experience, I do not believe that a woman who has been victimized by the outrageously lewd, vile and vulgar behavior that has been described here would want to have, let alone maintain, any kind of relationship with a man that victimized her.

The CHAIRMAN. Thank you very much, and thank you for staying within the time.

Whoever is next please move forward.

#### TESTIMONY OF LINDA M. JACKSON

Ms. JACKSON. Chairman Biden, Senator Thurmond and members of the committee: I would like to correct the record. I am employed as a social science research analyst at the EEOC.

When I first met Clarence Thomas in 1981, he was Assistant Secretary for Civil Rights in the Department of Education. My work required him to contact his office to secure certain data and information. After finding out the type of information I needed, Clarence Thomas indicated that any followup contact I had with his office should be through his aide, Anita Hill. He described her as someone who would help me navigate and put me in touch with the right people at OCR. He spoke in terms any mentor would use, explaining she was very bright and knowledgeable about the workings of OCR.

During that time, Anita and I began to have lunch and discuss both work and personal things. She referred to Clarence Thomas with admiration, and never once mentioned anything was going wrong at work. She seemed excited to be a special assistant to a very visible public official. I never saw any strained relations between them, whenever I saw them together in the workplace or at a meeting. She would generally look at him with a smile on her face and have the kind of positive demeanor that would suggest she respected and liked him as a person.

We often discussed the social scene in Washington. In the context of such discussions, it seems that she would have mentioned something, if she were having a problem at the office, even if she did not name a specific person. Subsequent discussions I had with