Subject: formal complaint
From: <MAILER-DAEMON>
Date: 06/30/2025, 9:37 AM
To: Hardwick Board of Selectmen; Jeff Schaaf; William Tinker
Cc: Hardwick Town Clerk

Good Morning,
Please accept this email as my formal complaint of a hostile work environment against Selectman Bill Tinker and Finance Committee Chair Chris Culross. I have been the subject of derogatory comments, unprofessional conduct, harassment based on my protected class, and bullying to the point where the stress of the conduct caused a severe medical emergency. I expect this to be investigated by a third party and for no retaliation as a result of this complaint.

Witnesses include: Ryan Witkos, Clerk
Jen Kolenda, Assessor
Sandy Rosenthal, Executive Assistant
Erik Fleming, Planning Board
Kelly Kemp, Former Select Board Chair
Bill Zinni, Conservation Commission

Thank you,
Justine

Justine Caggiano, MPA, MCPPO
Town Administrator
Town of Hardwick
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