

I understand what women in this country go through in the area of sexual harassment. There is no place for sexual harassment in the workplace. I experienced perhaps a different kind of harassment, by being a victim of a violent crime. I know what it is to have one's face violated. I know what it feels like to feel helpless and humiliated.

Let me assure you in no uncertain terms that no harassment took place in the workplace at the Office for Civil Rights.

Senator KENNEDY. Thank you very much.

Ms. Altman.

TESTIMONY OF PATRICIA C. ALTMAN

Ms. ALTMAN. My name is Nancy Altman. I consider myself a feminist. I am prochoice. I care deeply about women's issues. In addition to working with Clarence Thomas at the Department of Education, I shared an office with him for 2 years in this building. Our desks were a few feet apart. Because we worked in such close quarters, I could hear virtually every conversation for 2 years that Clarence Thomas had. Not once in those 2 years did I ever hear Clarence Thomas make a sexist or offensive comment, not once.

I have myself been the victim of an improper, unwanted sexual advance by a supervisor. Gentlemen, when sexual harassment occurs, other women in the workplace know about it. The members of the committee seem to believe that when offensive behavior occurs in a private room, there can be no witnesses. This is wrong.

Sexual harassment occurs in an office in the middle of the workday. The victim is in a public place. The first person she sees immediately after the incident is usually the harasser's secretary. Coworkers, especially women, will notice an upset expression, a jittery manner, a teary or a distracted air, especially if the abusive behavior is occurring over and over and over again.

Further, the women I know who have been victimized always shared the experience with a female coworker they could trust. They do this to validate their own experience, to obtain advice about options that they may pursue, to find out if others have been similarly abused, and to receive comfort. Friends outside the workplace make good comforters, but cannot meet the other needs.

It is not credible that Clarence Thomas could have engaged in the kinds of behavior that Anita Hill alleges, without any of the women who he worked closest with—dozens of us, we could spend days having women come up, his secretaries, his chief of staff, his other assistants, his colleagues—without any of us having sensed, seen or heard something.

Senator KENNEDY. Thank you very much.

Ms. Jenkins.

TESTIMONY OF ANNA JENKINS

Ms. JENKINS. Chairman Biden, Senator Thurmond and other members of the committee, my name is Anna Jenkins, and I reside in Silver Spring, MD. I am a staff assistant in the Office of Policy Development at the White House. I was not asked by the White House to give a statement. I went to them and asked if it was okay for me to give a statement.

I have been a Federal employee since December 1965 and worked for the Equal Employment Opportunity Commission from May 1970 to September 1989, with intermittent details to the White House under the Carter and Reagan administrations.

I was employed as a secretary in the EEOC's Office of the Chairman in the Executive Secretariat as a staff specialist. During my tenure with the Office of the Chairman, I served under five chairpersons, William Brown, John Powell, Lowell Perry, Eleanor Holmes Norton, and Clarence Thomas. In September 1989, I left the EEOC to join the Bush administration, Office of Policy Development.

When President Reagan appointed Clarence Thomas as Chairman of the EEOC, I was the only employee left in the Chairman's office from the previous administration. Upon Judge Thomas' arrival at the agency, I worked directly for him as his secretary until his confidential assistant Diane Holt and legal assistant Anita Hill came onboard. He brought them from the Department of Education.

Prior to Anita Hill joining the staff, she appeared quite anxious to work for the EEOC. In fact, she called Judge Thomas several times to inquire about the status of her appointment.

I recall the first day Ms. Hill reported to work at EEOC. She was very pleased and excited about being able to select an office with a big picture window overlooking the Watergate Hotel and the Potomac River.

I had daily contact with Anita Hill and Judge Thomas. We shared a suite of offices consisting of a reception area, conference room, kitchen, and five offices. Judge Thomas' conduct around me, Anita Hill, and other staffers was always proper and professional. I have never witnessed Judge Thomas say anything or do anything that could be construed as sexual harassment. I never witnessed him making sexual advances toward any female, nor have I witnessed him engaging in sexually oriented conversations with women.

I have witnessed Judge Thomas and Anita Hill interact in the office. At no time did the relationship appear strained nor Anita appear uncomfortable with the relationship.

I understand that at Anita's press conference she denied knowing Phyliss Berry. I was confused by her denial, since Phyliss Berry often visited the office while Anita worked there. I have seen them exchange greetings.

In closing, I wish to emphasize that I have the highest regard and respect for Judge Thomas. In light of my experience with him and the way I have seen him conduct himself around other females, I find this harassment allegation unbelievable.

Senator KENNEDY. All right.

Ms. Newman.

TESTIMONY OF CONSTANCE NEWMAN

Ms. NEWMAN. Constance Newman. I appreciate the opportunity to appear before you.

I am both saddened and optimistic as a result of these proceedings. I am saddened because of the way in which the raw nerves of