

Ms. FITCH. Yes.

Ms. HOLT. They are.

Senator HATCH. Could that have happened? Let's start with you, Ms. Alvarez. Could he have used that language with her?

Ms. ALVAREZ. Knowing Clarence Thomas, it is impossible.

Senator HATCH. It is impossible?

Ms. ALVAREZ. In the work environment, he was so professional, he was so—and, you know, I considered myself a friend of his, and I could never be friendly with him in the office. He drew that line. We were friends, and he was my boss, and when I was in the office, he was professional, as well as we knew each other.

Senator HATCH. All right.

Ms. Fitch?

Ms. FITCH. Yes, the probability of that happening, whether in the workplace or outside of it, in my best knowledge is nil, is zero. The probability is just not there. When I heard those things, I knew they didn't come from him.

Senator HATCH. So you are saying you know that it is zero, the chances of him doing that?

Ms. FITCH. The probability of his doing that is zero, Senator.

Senator HATCH. So it really isn't even a probability. It just means it would not have happened.

Ms. FITCH. Yes, sir.

Senator HATCH. How about you, Ms. Holt?

Ms. HOLT. In my opinion, he would never, ever subject any woman to that kind of language.

Senator HATCH. Ms. Berry-Myers.

Ms. BERRY. When I first met with Clarence Thomas in 1982, there was no—we sat in his office. He had a desk, a chair, and the chair I was sitting in. That was all that the EEOC employees left in the Chairman's office. That is how much they welcomed him there.

And we sat down, and from my political background, usually the first thing that you ask a candidate is, "OK, if I open up your closet, what skeletons are going to come falling out? I need to know right now." So I talked to Clarence Thomas about the need to comport himself in a way that there could be absolutely no taint on his reputation, on his character, on his honor, because we were about to embark upon an arduous task.

There wasn't anybody in this town, except perhaps Senator Hatch, that supported that man in the position that he had assumed, so I knew that everything that we did—public policy, program, firing people, anything that we did—he was going to be under microscopic scrutiny because he was a black Republican conservative in an agency that was overwhelmingly neither and in a town that is tough, and he was about to undertake a tough job. And with all the other things that we had to do, we didn't have any time to be dealing with anything that mind besmirch his character.

Senator HATCH. Well, do you have any concerns he might do otherwise?

Senator METZENBAUM [presiding]. Senator Hatch, your time has expired.

Senator HATCH. Let me just finish. This line only takes a—

Ms. BERRY. None whatsoever, and not only would he not, but he instructed his personal staff about the need for us to comport ourselves in such a way as to not disgrace his office.

Senator HATCH. OK. Thank you. My time is up, but I wanted to finish that and allow you to at least finish that thought, and we will come back to you in the next round.

Ms. BERRY. Thank you.

Senator METZENBAUM. Senator Heflin.

Senator LEAHY. Mr. Chairman, would Senator Heflin yield to me just for one question?

Ms. Holt, just so we are not confused, could I ask one of the staff, just would you let me take that just for a moment? We will give it right back to you. I just want to make sure we are all reading from the same choir book here, or log book.

Let me ask you, while he is bringing that up, just these questions: Each time that the log book shows Anita Hill calling, did she connect with Clarence Thomas every single time she called, to your knowledge?

Ms. HOLT. I don't understand.

Senator LEAHY. I mean, did she get through to him? A lot of these are messages. Does the fact that a message was taken here, does that mean that she—

Ms. HOLT. The fact that a message was taken meant that she didn't get to him right away.

Senator LEAHY. It does not mean she got to him each time?

Ms. HOLT. It means she didn't get to him at that time.

Senator LEAHY. OK, and you don't know whether she ever did?

Ms. HOLT. She did. The check mark beside the call indicates that the call was successfully returned.

Senator LEAHY. And how do you know that?

Ms. HOLT. It was my system. I devised it.

Senator LEAHY. OK, but do you know it because you placed the call back?

Ms. HOLT. I placed the call, got them on the line, and I checked it off that the call had been successfully returned.

Senator LEAHY. Senator Hatch asked you if there might have been a lot of other calls, and you were asked once before by the Republican and Democratic staff of this committee, "Do you have a recollection of Ms. Anita Hill calling Clarence Thomas any more times than may have sporadically shown up on three such pages?" And your answer was, "I would not even guess about that. I don't know." Is that correct?

Ms. HOLT. I was saying that I would not even guess about any particular dates, any particular times, or any particular year.

Senator LEAHY. Thank you very much.

Senator Heflin, thank you for your courtesy.

Senator HEFLIN. Ms. Holt, you knew Anita Hill quite well socially.

Ms. HOLT. We were professional friends.

Senator HEFLIN. Professional friends, all right. You went out to lunch together and things like that. Did you ever go out in the evening together, for dinner or something?

Ms. HOLT. Only on one occasion.