

credibly admirable man, an admirable person and one whom you don't believe said this.

For example, in response to my good friend from Utah, you pointed out what I think everyone in America does know, and that is that there are men who do say things like that alleged to have been said by the Judge.

Now, you don't believe that the Judge said that, but you explained to us that you believe——

Ms. FITCH. Yes.

The CHAIRMAN. From other men, not from the Judge.

Ms. FITCH. Not from Judge Thomas, and I do not believe he would say those things.

The CHAIRMAN. I understand that, and I want to make it clear. You do not believe that. You believe he is totally credible.

Ms. FITCH. Yes.

The CHAIRMAN. You believe everything he is saying, but I want the record to show what I think every woman in America knows, that there are men who do say things exactly like what Judge Thomas is accused of saying, notwithstanding my friend from Utah's research creating the impression that it is so unusual that it never happens.

Senator HATCH. Not as a cumulative whole, though.

Ms. FITCH. Oh, no.

Senator HATCH. Well, see, that is what he is trying to get you to say.

Ms. FITCH. Yes.

Senator HATCH. The fact is, he said one statement, but a cumulative whole, if you hung around that fellow——

Ms. FITCH. Well, there might be two or three statements strung together, but no, it is not a whole litany like that.

The CHAIRMAN. Let me put it another way, Ms. Fitch. And I was very fastidious about never interrupting my friend from Utah, and I assume he won't interrupt me again.

Now what do you think, let me ask you, that man who said those things to you, do you think if you had been in his company the next 7 days, he might not have said similar things to you again and again?

Ms. FITCH. Senator, I was very sure he would say those things to me in private if I was in his orbit, so I stayed away from him.

The CHAIRMAN. Thank you very much. That is cumulative.

Now let me make another point, if I may. I want to make it clear, because I understand and I believe everything that all of you are saying. It is clear that you truly believe what you say to be correct and to be a legitimate and accurate characterization of Clarence Thomas. I don't doubt that for a minute. You are under oath, and it is clear that you all believe that. I am not suggesting anybody has been put up to anything by anybody. I believe you believe it.

Now one of the things that has been indicated here is this notion of maybe that the witness, Professor Hill, really was basically the woman scorned, that she really had this romantic interest in Clarence Thomas and that she was spurned, and after being spurned she took up the role in the way that Shakespeare used the phrase,

"Hell hath no fury like . . .," and that is what is being implied here.

Now, Ms. Fitch, you said you have no doubt, as I understand it, that the Professor wanted very much to see the Judge move on and do great things for America.

Ms. FITCH. Be successful in his career, yes.

The CHAIRMAN. Be successful. But I want the record to note—and correct me if I am wrong—that in those conversations with the professor where you drew that conclusion, that she wished to see him succeed.

Ms. FITCH. Yes.

The CHAIRMAN. You also went on to say, unless I misunderstood you, that you did not believe there was any romantic element to that.

Ms. FITCH. Oh, no, Senator, and we both said the same things about him, and for neither one of us was there any romantic talk about him at all.

The CHAIRMAN. Thank you.

Now, Ms. Alvarez, in a statement that you issued after Professor Hill's allegations became public, you observed, and I quote.

Ms. Hill was not a team player and appeared to have her own agenda. She always attempted to be aloof from the staff, constantly giving the impression she was superior to others on the staff.

Then your statement goes on to conclude that Professor Hill had a "punchant for being self-serving and condescending toward others," and that the allegations she made "are absurd and are clearly an attempt on her part to gain notoriety." You also said the charges are "outrageous, ridiculous and totally without merit."

Now, Ms. Alvarez, my question to you is this: Could there be a different conclusion drawn from your observation that during her tenure at EEOC, Professor Hill appeared "aloof from the staff"? You draw the conclusion from that that she was self-serving and condescending. Could Professor Hill's aloofness have resulted from feeling uncomfortable around the Chairman of the Commission?

Ms. ALVAREZ. No, it was not her aloofness that made me feel like she was condescending. She was aloof, and she has been described that way by a number of people. The way she made me feel, she acted condescending towards others, was that she would say she had this inside track, she knew the Chairman better than anyone else, and therefore she had some sort of rights, because she had worked with him before, because she was close to him, because she knew how he thought and that sort of thing. So she condescended to others in that way.

The CHAIRMAN. Well, how about the aloofness part. Could the aloofness be—

Ms. ALVAREZ. Well, she was not aloof from him. She was aloof from the rest of the staff.

The CHAIRMAN. I see. Now how do you know she wasn't aloof from him?

Ms. ALVAREZ. Just in the dealings that I saw. She never seemed to avoid him. She never seemed to try and stay away—

The CHAIRMAN. I see.