

those kinds of things. Each new employee must sign a form that contains such information, before employment can begin.

The Personnel Department at the Department of Education is a fine one, and it takes pride in thoroughly counseling new employees.

Senator HATCH. Let me start with you, Ms. Holt. You were here in what we would call, in a true trial, in the capacity of really a personal witness as well as a custodial witness. You can help us, it seems to me, figure out the significance and relevance of the telephone log records of the messages received by Clarence Thomas.

Also, since the testimony of Anita Hill on Friday, the issue of whether Professor Hill's telephone calls to Judge Thomas might in fact have been telephone calls to you has been interjected, because she indicated some of them were just calls to you. Is that so?

Ms. HOLT. She did call me on occasion.

Senator HATCH. Are they ones you have listed in these logs?

Ms. HOLT. They are not, no.

Senator HATCH. They are not?

Ms. HOLT. No.

Senator HATCH. And this is your handwriting on these logs, primarily?

Ms. HOLT. Primarily.

Senator HATCH. With regard to these phone calls involving Anita Hill?

Ms. HOLT. Right.

Senator HATCH. Each and every one of them?

Ms. HOLT. Each and every call? No.

Senator HATCH. But I am talking about the ones involving Anita Hill only.

Ms. HOLT. That is what I am saying. No, there is one call on here that—

Senator HATCH. Well, we will go through it. Yes, one call, but all the others are your handwriting.

Ms. HOLT. Right.

Senator HATCH. Now there are 10 messages recorded by you in the telephone log book which I had entered into the record yesterday. Now do these represent all of the times that Anita Hill called or might have called Judge Thomas during the 7 years that you worked for Judge Thomas?

Ms. HOLT. There were other times she called and he was available to take the call, which would mean that there was no indication in the phone log.

Senator HATCH. So there were a number of other times besides the at least 10 that you wrote down, mentioned in these logs?

Ms. HOLT. Right.

Senator HATCH. Were they frequent or were they just sporadic?

Ms. HOLT. They were sporadic.

Senator HATCH. But they were more than one, two, three? Could you give us an estimate?

Ms. HOLT. I would say maybe another five or six.

Senator HATCH. Another 5 or 6, so at least 15 or 16 calls that you received over these years, during the 7 years you worked for Judge Thomas. Is that right?

Ms. HOLT. Right.

Senator HATCH. Were these always cordial calls?

Ms. HOLT. They were always cordial.

Senator HATCH. Was her voice always basically the same? Was it friendly?

Ms. HOLT. It was always friendly.

Senator HATCH. OK. If she called and Judge Thomas were in and available to take the call, that would be put through on most occasions, right?

Ms. HOLT. It would be put through.

Senator HATCH. That you wouldn't write down?

Ms. HOLT. I'm sorry?

Senator HATCH. You would not write those calls down?

Ms. HOLT. I would not write that down, no.

Senator HATCH. OK. Now as you have said, these 10 calls are in your handwriting. So is there any other reason to dispute their correctness?

Ms. HOLT. No, sir.

Senator HATCH. Are you sure of their correctness?

Ms. HOLT. I am, sir.

Senator HATCH. As I mentioned, Professor Hill spoke of you this last Friday as a friend and, you know, attempts to diminish the significance of these messages, it seems to me, were made by her, at least at the one press conference, by claiming that many were calls placed to you and not to Judge Thomas, or Clarence Thomas at the time; that the messages to Judge Thomas were only accidental developments from her conversations with you. Have you heard that?

Ms. HOLT. I heard that, yes.

Senator HATCH. Is that true?

Ms. HOLT. That is not true. Had Anita Hill called me and even asked that I pass on a hello to Judge Thomas, I would have done just that, but it would not have been an official message in his phone log.

Senator HATCH. I see. Now I know it is a long time ago, but can you recall any tension or strain in her voice during any of these calls that she made to you and through you to Judge Thomas?

Ms. HOLT. Never.

Senator HATCH. So these particular questions that she would leave with you, or these particular statements that she made with you, they were basically unremarkable as far as any emotion or any other—

Ms. HOLT. They were unremarkable to me.

Senator HATCH. And they were all friendly?

Ms. HOLT. They were all friendly.

Senator HATCH. And they were all friendly toward Judge Thomas?

Ms. HOLT. They were.

Senator HATCH. Did you sense any animosity or any hostility or any aggravation or—

Ms. HOLT. Never.

Senator HATCH. Never. Is that true during the whole time that you knew her while she worked there?

Ms. HOLT. That is true of the entire time.

Senator HATCH. You were the gatekeeper, weren't you?

Ms. HOLT. I was, yes.

Senator HATCH. Nobody could get in or out without you?

Ms. HOLT. If I was there, that is true.

Senator HATCH. I bet you were a good one. I bet you were a good one.

Now I would like you to go back even further, to the time when all three of you worked at the EEOC. After any meeting or lunch between Anita Hill and Clarence Thomas, did you ever notice anything about Ms. Hill—or Professor Hill, excuse me—and her behavior, her moods or simply the way she looked, that ever led you to believe that anything unusual had really taken place between her and Clarence Thomas?

Ms. HOLT. No, never.

Senator HATCH. Never once?

Ms. HOLT. I never noticed anything.

Senator HATCH. Is it fair to say that their relationship was entirely professional?

Ms. HOLT. I would say that, yes.

Senator HATCH. How about the rest of you? Consider the same questions. Is there anything that would have indicated to you that the relationship was anything less than entirely professional? Ms. Alvarez?

Ms. ALVAREZ. No, sir. They always appeared to be very professional with one another. That was the way Clarence demanded it.

Senator HATCH. Ms. Fitch?

Ms. FITCH. Always professional. The times that Anita Hill and I went out together, and that might be no more than three times in a little over a year's period, we would leave work and we were talking about the job, talking about him, felt that he was going places and wanted to make sure that we, as his personal staff, were in the position to help him do what he needed to do to get there, so no.

Senator HATCH. Ms. Berry-Myers?

Ms. BERRY. I don't remember any time them having anything that was more than professional, cordial, friendly. She always indicated that she admired and respected the man.

Senator HATCH. Always?

Ms. BERRY. Always.

Senator HATCH. Right up to the day that she left to go to Oral Roberts University?

Ms. BERRY. To my knowledge, yes.

Senator HATCH. Now, Ms. Holt, in your opinion, or any of the others of you, is there any other person in the EEOC or any other person in this country who might have been in a better position to know whether or not Clarence Thomas and Anita Hill had anything other than a strictly professional relationship?

Ms. HOLT. I don't think anyone could say that they had anything other than the professional relationship.

Senator HATCH. Now, Ms. Holt, as I read this log, there are four messages in 1984, five messages in 1985, and then only one message in 1986, and then one in 1987, and then there follows a more than 3-year gap without any messages. What is the last message before that 3-year gap, in fact, the last message in the log book itself? What is the message of August 4, 1987?

Ms. HOLT. On August 4?

Senator HATCH. 1987.

Ms. HOLT. "Anita Hill. In town until 8:15. Wanted to congratulate you on marriage."

Senator HATCH. So for each of the years there were a number of calls that you have in the log here, and there were a number of calls outside of the log—

Ms. HOLT. Right.

Senator HATCH [continuing]. That were passed through because he was there, but the log calls stop in August of 1987. Is that correct?

Ms. HOLT. As far as I know.

Senator HATCH. Were there any other calls made after that, other than the two for law schools?

Ms. HOLT. I left the Chairman's office in September, immediately after that.

Senator HATCH. OK. Well, as of that date in August of 1987, what was the message that was in that log?

Ms. HOLT. I'm sorry, Senator?

Senator HATCH. As of the date that I mentioned, on August 4, 1987, in your handwriting, what is the message that was left by Anita Hill?

Ms. HOLT. On August 4?

Senator HATCH. Yes.

Ms. HOLT. "In town until 8:15. Wanted to congratulate you on marriage."

Senator HATCH. And to your knowledge, that was the last one that you ever took, then?

Ms. HOLT. To my knowledge, yes.

Senator HATCH. Now you have independent knowledge, do you not, of Anita Hill's job title while at the Office of Civil Rights. Is that correct?

Ms. HOLT. Right. She was attorney-advisor.

Senator HATCH. She was an attorney-advisor?

Ms. HOLT. Yes.

Senator HATCH. Now do you know how that position is classified by the government?

Ms. HOLT. Right. I know it is a schedule A position.

Senator HATCH. Schedule A. What does that mean?

Ms. HOLT. It means that it doesn't have to go through the normal competitive process.

Senator HATCH. It means that that job is permanent, doesn't it?

Ms. HOLT. Right.

Senator HATCH. In other words, even though she may not be able to keep that first assistant to the—

Ms. HOLT. Assistant Secretary.

Senator HATCH [continuing]. The Secretary that she had with Clarence Thomas, she would be able to go in any other area as an attorney-advisor.

Ms. HOLT. And even if Clarence Thomas' replacement had not wanted to keep her as his attorney-advisor, he could have placed her someplace else within the agency.

Senator HATCH. Now she told this committee that she felt like she had to go along with Chairman Thomas over to the EEOC, if I recall this correctly—you correct me, if you saw it—but that she was afraid that she might not have a job. Do you think—

Ms. HOLT. To my knowledge, I mean, she never asked me what her options were. I didn't think there was any indecision on her part. We were both enthusiastic about going to EEOC.

Senator HATCH. She was enthusiastic?

Ms. HOLT. She was.

Senator HATCH. Well, wasn't that, though, because she wanted to serve in this particularly stronger civil rights area?

Ms. HOLT. We discussed that this man was a rising star and we wanted to be there with him.

Senator HATCH. But wasn't that just you feeling that way?

Ms. HOLT. No, that was her feeling that way also.

Senator HATCH. That he was a rising star, and that she wanted to be part of that rising—

Ms. HOLT. We both wanted to be a part of that?

Senator HATCH. You did, too?

Ms. HOLT. Yes.

Senator HATCH. I understand you because you have expressed your loyalty and your feelings toward Chairman Thomas, Judge Thomas now, but you are sure that that is the way she felt?

Ms. HOLT. I am sure.

Senator HATCH. You took her to lunch; you two went to lunch on a regular basis, didn't you?

Ms. HOLT. We did.

Senator HATCH. I mean, you knew each other real well. You went many times, didn't you?

Ms. HOLT. We went to lunch often.

Senator HATCH. Quite often. Well, what did you and Professor Hill like to talk about? Any particular subject or conversation that is more prominent in your memory than any other? And if you could kind of tie it into—

Ms. HOLT. There was never any particular subject. We talked about men. We didn't talk about sex in any vivid sense, but we talked about it in a very general sense, as indeed many of my women friends and I do.

Senator HATCH. Another other particular—

Ms. HOLT. We talked about work, and we talked about what she did on the weekend or what I did on the weekend, just general conversations.

Senator HATCH. Well, and you never saw anything that would indicate that she had animosity toward then-Chairman Thomas?

Ms. HOLT. Never.

Senator HATCH. Or even at the prior job as Assistant Secretary of Education?

Ms. HOLT. None whatsoever.

Senator HATCH. And you were just about as close to Judge Thomas as anybody could have been, right?

Ms. HOLT. We were—we are very close, yes.

Senator HATCH. You have heard—let me just throw this out to all of you—I am not going to repeat the cumulative charges that would fill a whole page, of what she said Judge Thomas told her as he was pursuing her for dates and, as she implied, maybe pursuing her for something more than dates. Now each of you have heard those, so there is no reason for me to repeat them, but cumulative-ly they are pretty awful. Would you all agree?

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—