

Senator SPECTER. So you have it out of character for Judge Thomas to do this and you have it out of character for Professor Hill to make the charges.

Ms. HOLT. Right.

Senator SPECTER. Then why is she making the charges?

Ms. HOLT. I have no idea, Senator.

Senator SPECTER. No speculation?

Ms. HOLT. None whatsoever, but I hope they find out.

Senator SPECTER. Well, I think that with you four women we have as good a chance to find out as any way.

Ms. FITCH, you were very friendly. You didn't go to lunch with her, but you knew her very well.

Ms. FITCH. We might have had lunch, Senator.

Senator SPECTER. I am sorry, I can't hear you.

Ms. FITCH. We might have had lunch together, Senator, I am not—

Senator SPECTER. But at any rate, you were close to her, you were friendly with her?

Ms. FITCH. Yes, exactly.

Senator SPECTER. And when you first heard of these charges against Judge Thomas what was your reaction?

Ms. FITCH. I was stunned. I was absolutely stunned.

Senator SPECTER. Stunned?

Ms. FITCH. Yes, and I still am.

Senator SPECTER. Still stunned?

Ms. FITCH. Yes.

Senator SPECTER. Was it in character for Professor Hill to make false charges like this?

Ms. FITCH. I have never known Professor Hill to make false charges. And as I said—

Senator SPECTER. Well, you knew her very well for how long?

Ms. FITCH. We were together from July 1982 to whenever she left in 1983, and I stayed in touch with her for possibly 2 years and I called maybe once every other month.

Senator SPECTER. Lots of contacts?

Ms. FITCH. Excuse me?

Well, when I was in the office and she was in the office we saw each other.

Senator SPECTER. Talked to her a great deal?

Ms. FITCH. Yes, I did because—

Senator SPECTER. Got to know her pretty well?

Ms. FITCH [continuing]. I felt she was kind of the person I could of relate to since I was new on the staff and she had been with the Chairman for some time, and I just felt that she was somebody I kind of gravitated to, to kind of get—

Senator SPECTER. But no idea, not any speculation?

Ms. FITCH. No speculation because there was no basis in the conversations that we have had and we had many at work.

Senator SPECTER. Ms. Berry, you have testified that your relationship was barely speaking professionally and we have already had extensive—

Ms. BERRY. With Angela Wright, but not with Anita Hill.

Senator SPECTER [continuing]. No, no, I am coming with Professor Hill. Oh, your relationship with Professor Hill was—

Ms. BERRY. She has described it, and it was so, that it was a cordial, friendly, professional relationship.

Senator SPECTER [continuing]. So, were you surprised when you read her statement in the news conference on October 7 that referring to you, that she doesn't know me and I don't know her?

Ms. BERRY. Yes.

Senator SPECTER. When you first heard of the charges by Professor Hill against Judge Thomas, what was your reaction?

Ms. BERRY. I was devastated and I was angry. I couldn't understand how someone—for a man who helped nurture her career, on the word of a good friend of his and hers, gave her a job at the Department of Education, subsequently asked her to join him at the EEOC, come to the EEOC, gave her responsibilities there, supported her, acted as her mentor, gave her recommendations to go to Oral Roberts, helped her to secure that job—

Senator SPECTER. But is she the kind of a person to make false charges, prior to the time that these were made?

Ms. BERRY [continuing]. I hadn't known her to be such.

Senator SPECTER. How well did you know her?

Ms. BERRY. I knew her professional. I'm not much of a socializer, but I didn't socialize.

Senator SPECTER. But over how long a period did you know her professionally?

Ms. BERRY. I knew her from 1982 until the time that she left the Commission.

Senator SPECTER. Did you talk to her fairly often?

Ms. BERRY. Yes, it was part of my responsibility.

Senator SPECTER. But no idea at all why she would be motivated to make false charges?

Ms. BERRY. No idea whatsoever.

Senator SPECTER. How about you, Ms. Alvarez, how well did you know her?

Ms. ALVAREZ. No, I knew her professionally. I did not know her as well as some of these others did.

Senator SPECTER. How long did you know her?

Ms. ALVAREZ. From the first time, my first day at the Commission until she left.

Senator SPECTER. What was your reaction, when you heard these charges by Professor Hill against Judge Thomas?

Ms. ALVAREZ. I was shocked. I was absolutely shocked, and I was sickened by it, because, likewise, I knew that he had helped her on lots of occasions, and I just felt like it was a betrayal.

Senator SPECTER. Ms. Holt, this committee has to make a judgment. We have heard people of the panel before you four women came on, who said that they had total confidence in Professor Hill. You women have said you have total confidence in Judge Thomas. Can you give any clue, any clue at all as to how this committee can break that deadlock?

Ms. HOLT. Senator, I guess for all of us—again, we were talking about probability, we are talking about patterns of behavior that we have not witnessed—we are talking about the fact that up to the time of these allegations, we never heard anyone else make such allegations in our presence, talk about such things. We never heard rumors flying about this Chairman, Clarence Thomas—

Senator SPECTER. But how about the behavior or patterns of behavior of Professor Hill?

Ms. HOLT. Senator—

Senator SPECTER. You never heard her make a false charge, did you?

Ms. HOLT. No, I haven't, but I guess my focusing on constructive looking at people—my focus has been on Judge Thomas. I cannot—

Senator SPECTER. Why not put a focus on Professor Hill?

Ms. BERRY. On October 7, I made—

Senator SPECTER. You first, Ms. Fitch, and then you, Ms. Berry.

Ms. HOLT. Well, I have been out of touch with Professor Hill for 3 years, so I may have written her lately about my last position, but I have not heard back from her. I can't say what she may be doing or thinking since the last 3 years that I last spoke to her. I have periodically run into the Judge and talked to him, stayed in touch with his mother whom I met when I was in Savannah, so it is not the same thing.

Senator SPECTER. What did you want to add, Ms. Berry?

Ms. BERRY. Well, on October 7, I heard a false charge, "I do not know Phyllis Berry and she does not know me."

Senator SPECTER. Let me ask one other question for response by all of you, and it is this: Is it possible that Professor Hill could think this happened and it did not? We have explored that possibility, and you are not professionals and I don't know how much insight the professionals can provide, but each of you women knew her rather well, especially Ms. Holt and Ms. Fitch.

One of the questions that has been going through my mind that I started out with was some effort to reconcile the testimony of these two people who appear to be so credible. I had thought that it might be possible to reconcile them, frankly, until I heard Professor Hill's testimony and the expanded nature of the charges which were made at that time—very different from what she put in her statement and very different from what she had told the FBI, and when I saw those expanded charges, it didn't seem possible to reconcile them.

But we have a situation here where you have a pattern of conduct toward Judge Thomas, which is admitted to by Professor Hill, where she has a very cordial relationship, no indication of anger, moves with him from one job to another, she does tell one friend and tells that friend that she has only told her, and then three more people come up today, which I hadn't heard about until yesterday, and the charges are expanded and Ms. Berry has speculated about the spurned woman approach.

But can you women shed any light on the possibility that Professor Hill might have had an attachment or a feeling which would have led her to think about these things?

Senator Hatch yesterday put into the record some speculation, and that is what we are doing here, pure and simple. But you women know her well enough, so that I think you might have some insight into it, in terms of the case, which had the reference to "Silver" and reference to some other facts which came from another case. And without impugning any impropriety or wrongdoing, what do you think, Ms. Holt? I think you know her the best