



# EAST GEORGIA COLLEGE

THE UNIVERSITY SYSTEM OF GEORGIA

131 COLLEGE CIRCLE  
SWAINSBORO, GEORGIA 30401-2699  
PHONE (478) 289-2127 FAX (478) 289-2136

OFFICE OF THE PRESIDENT

October 20, 2009

Mr. Thomas Thibeault

[REDACTED]  
Swainsboro, Georgia [REDACTED]

CERTIFIED MAIL

Dear Mr. Thibeault:

Pursuant to your August 28, 2009 written request for a hearing, I referred this matter to the Attorney General's Office for further proceedings pursuant to Board of Regents' Policy 803.09.02.

Based on further review of this matter, I have made the decision that the evidence does not warrant the charge of sexual harassment, as defined under the Board of Regents' and East Georgia's Sexual Harassment policies. However, you must show better judgment and discretion in the future when engaging in discussions in the public work setting. The use of offensive language in public work spaces, including the public areas of your office suite, is not appropriate and will not be tolerated in the future. Furthermore, you must refrain from angry outbursts when interacting with your colleagues. You must conduct yourself in a professional and respectful manner toward all of your colleagues in the future.

This letter shall constitute a reprimand to you for the use of offensive language and angry outbursts in your past interactions with your colleagues. This letter is further a warning that, if I receive any complaints about your conduct toward any of your colleagues on the East Georgia campus, you may face further disciplinary action including termination.

You are hereby reinstated to your position as Instructor of English. Your duties for the remainder of the fall semester will be assigned by Dr. Tim Goodman, Vice President for Academic Affairs in a separate written communication.

Sincerely,

John B. Black  
President