

- Olga is the operation manager
- Tony is the District manager
- John is the stores General manager
- Wenda is the stores Assistant General manager
- Jade is the new General manager who replaced John

I have been on SSDI for over 20 years due to a mental illness, schizophrenia with major depressive disorder. Late last year I decided to try and return to the workforce.

On December 1st 2022 I was hired to work at the Dunkin in Mims Florida by John Zevinski the acting general manager. I worked real hard to be productive from the beginning and I learned the job within 2 to 3 weeks including mastering the sandwich station and doing well at the order taking. Drink making was not my strong suit but I was extremely good at customer relations.

Around the middle of January I asked the assistant general manager Wenda Lindquist out for a drink. I didn't do it in the restaurant, I did it in the parking lot as we were both leaving and our cars were parked next to each other. She said text me, which I did but it turned out that was just a way to give me the brush off. I didn't mind the brush off as much as the next day she began to freeze me out. no hello. no eye contact. no conversation. Just barking out orders at me, oftentimes repetitively while I tried to comply. She would also treat me as incompetent when it came to opening a carton of milk and removing hash browns from the oven. There were a number of times when she made me feel very small.

At one point I had enough and I began to treat her the way she'd been treating me. I didn't say hello anymore. I didn't try to engage in conversation, I didn't make eye contact and her behavior seemed to level off. However the district manager Tony later talked to me and told me that she had reported me as being disrespectful to her. I explained the whole thing to him with the operating manager Olga present. I said that it all been a case of miscommunication. I said that I would gladly apologize to her if it would help. I thought that the problem was resolved however the next day the abuse continued.

A couple of days later I mentioned to Tony that Wenda's behavior toward me was continuing to be abusive and he said he would talk to her. Again I thought it was resolved. But it was not. She continued to be abusive. She continued to be antisocial toward me. She continued to belittle and harass me verbally.

At one point she asked me to step outside of the building for a conversation (where the cameras could not see us talking). Again I thought this is finally going to be resolved. I apologized and I told her it was all a misunderstanding and that I just wanted to go back to the way things were. In response she repeatedly, at least a dozen times, used the phrase " don't make Faith uncomfortable ". Faith is a young woman I was scheduled to work with that night. Please keep in mind Faith is 18 and on our second shift together she had been bragging about how many sexual partners she had. So I didn't see how I was going to make her uncomfortable. But Wenda kept repeating it. That night I worked with Faith and a new hire named DeQuan. DeQuan and I had words because even though it was his first shift he told me I had to mop the floor. I went to Faith and told her I had a problem with that. She said just mop the floor. I want to train him how to be a closer. So I did and while I was mopping I calmed down and I left as soon as I was allowed to.

At this point I'd had enough and I texted John and Tony that I would no longer be able to work with Wenda (or Faith) because of her abusive behavior. I had enough. Tony said that it was okay that he would schedule me away from her and he did. However I lost half my hours at that point. John helped me keep my hours by calling me in whenever someone didn't show. I was okay with that because I no longer had to work with Wenda.

The next thing that happened is John was promoted to general Manager and within a week was fired. He was accused of pushing one of the crew members and apparently was caught on tape doing so.

When I came into my shift 5:00 Monday morning Wenda was there. I was not supposed to be working with her anymore so I texted Tony and the new GM Jade in a group chat and asked what was going on. I was told that it was an oversight and that it was 5:00 a.m. and nothing could be done about it. I spent that day working with Wenda and Jade. Wenda was reasonably decent to me but in my opinion it was only because I was so upset. I've been in a cycle of abuse before and I know the abuser will attack when they see their victim is happy and pull back when they see their victim is unhappy. It's simply a way to draw the victim closer so the abuse can continue.

Jade spent the day working with me and began to passively-aggressively treat me much the same as Wenda had been. As though I was a problem that didn't belong there and I might as well leave. The things Jade did for example are when she first saw me she walked past me even though we were never introduced. I said are you Jade she said yes and kept walking. I said I'm Dan she said okay and kept walking. Next she would , this sounds silly, but she would not reach out for the bag of food when I handed it to the drive-thru window. While we were working I would step toward her, reach out my arm and she would reach halfway forcing me to take another step toward her, really stupid stuff. After the shift was over I clocked out and I went to Jade's office. I asked for a couple minutes of her time and she said okay but during our entire conversation she never took her eyes off the computer screen to actually look at me. I told her I had an understanding with Tony that I wouldn't be scheduled with Wenda anymore. I said I'd rather have no hours then have to work with her. Jade responded "good to know" . On my drive home, which takes about 20 minutes, I got notice that my schedule had been changed. They took away two 6.5 hour shifts where I was not scheduled with Wenda and replaced it with one 4-Hour shift.

That night I talked with my therapist extensively about the problem and told her that I was going to give notice and not attend work anymore. She agreed. I gave notice by texting Tony and Jade. Neither of them responded. Then I called the old GM John and told him that I'd quit and wondered what his situation was like. He informed me that the employee that he had pushed did not register a complaint until Wenda went to her and asked her to register a complaint. The reason Wenda knew about the situation was because she was reviewing the video logs looking for a problem that could get John dismissed. He told me that previously when I had the confrontation with DeQuan she had again reviewed the video tapes looking for something that would get me dismissed. This makes me very suspicious that when she told me not to make Faith feel uncomfortable she was planning to have a corroborating witness say that I was making sexual comments to the female crew members. The reason I think this might be possibility is because DeQuan is Faith's best friend and was hired by Wenda. It seems like quid pro quo.

As a result of the situation I've had to double my therapy sessions. Once a week individually as well as once a week group. I've had to ask my mental health care provider to increase my dosage of an antipsychotic called haldol. Unfortunately haldol causes akathisia which is a compulsion to move the arms and legs and trunk of the body. The dosage is not so high that it's noticeable to people but it's noticeable to me. I feel like I've been beaten up psychologically for no good reason as though there would ever be a good reason for that.

I don't know what my rights are in this situation but I would like to find out. I want to know whether I should rescind my resignation and keep working in order to see what happens with my hours. I need to find out if I have to go to work Friday at noon in order to keep the two week notice that I had given. And I need to know

whether I can resolve this situation, not just for myself because I'm quitting and I've got another job lined up, but for any future victims.