



E Janakiram <ejanakir1128@gmail.com>

Re: Statement

1 message

Emily Janakiram <ejanakir1128@gmail.com>

Wed, Dec 23, 2020 at 3:37 PM

To [REDACTED]

I'm afraid I must insist on an answer to my below questions and an update. The letter was sent to management almost a month ago, and it's unacceptable for Verso to continue to stonewall me after first trying to intimidate me out of speaking out. If you're unable to attend to this, is there someone else at Verso I can speak with?

Thank you,
Emily

On Tue, Dec 22, 2020 at 10:22 AM Emily Janakiram <ejanakir1128@gmail.com> wrote:

Hi [REDACTED]

Hope you're well. I really would like some answers about this as soon as possible.

Thank you,
Emily

On Mon, Dec 21, 2020 at 11:20 AM Emily Janakiram <ejanakir1128@gmail.com> wrote:

Hi [REDACTED]

Hope you had a good weekend.

Just following up on this; I hope the points raised below can be addressed.

Thank you,
Emily

On Tue, Dec 15, 2020 at 12:29 PM Emily Janakiram <ejanakir1128@gmail.com> wrote:

Hi [REDACTED],

Yes, I've heard about the unionization. Congratulations!

I admit I'm a bit puzzled by this. I was told by Ariella that the "investigation" was separate from the apology process here and had no bearing on it. Is this not the case? I was also told that Jake would not be able to access the report, influence it in any way, or even speak to Ariella about it, and that it was solely for the purpose of helping Verso craft a new sexual harassment policy. Is this not true? I told Ariella that I would be happy to speak to the investigator after I have received an apology.

I want to thank you and the Women's Group for taking the time to read my statement and reflect on it. It assures me in part that this is being taken seriously and that I am being understood. Thank you also for sending this letter to me. I appreciate the difficulty of what the Women's Group is trying to do, and I appreciate and admire the bravery of all of you in writing this letter to management

However, when these are the views that Verso staffers, who witnessed everything I wrote about in my statement, have taken upon themselves to express to me, at their own behest- that Verso's publishing program and the careers of its individual staffers somehow negate what I experienced, that I am "delusional", that I am wrong about not having been supported adequately (the implication being that this judgment is not mine to make, but Verso employees'), that they are "stunned" by my "adversarial approach" to "Verso as a whole", I have to wonder about what this solidarity means and whether my experience is actually believed and taken seriously. It certainly makes it difficult to fully trust any part of this process. I wholeheartedly agree that it should not have been left to Verso staff to handle the claim initially, and that this speaks to a dysfunction with Verso's management and placed an undue and inappropriate burden on Verso staff that was damaging to everyone involved but Jake. But it's my

understanding that management did not ask [REDACTED] to say these things to me fully a year later, and speaks to a disturbing attitude among the staff that cannot be isolated to Jake or Rowan. I worried for some time that Jake would sabotage professional and personal opportunities for me in left-wing and literary spaces. Now I fear that this sabotage will come from Verso staff who are "stunned" by me speaking out about my experiences. I expect any apology I receive to address this.

Finally, I understand that Jake, as one of the heads of offices, unfortunately will have to be involved in this process in that capacity, even though he is the object of the complaint. However, the thought of any further communication from him is totally and viscerally disgusting to me. I already hate the thought that he read the statement I wrote, even though I understand that you all had no choice but to show it to him and I don't fault you for that. It still feels humiliating and violating. I would greatly prefer if he did not write the apology letter, but if he must, I certainly don't want his name on it and I don't want to know that he did.

Again, thanks so much to you and the Women's Group for their work here,
Emily

On Mon, Dec 7, 2020 at 2:56 AM [REDACTED] wrote:

 Letter from the Womens Group_November...

Dear Emily,

Sorry for the prolonged silence. We wanted to share with you an update on how things have been progressing. A couple of weeks ago, the women's group sent the attached letter to Jake and Rowan. Jake responded to us this week, to inform us that due to the third party investigation - which we believe Ariella has informed you about - Verso is unable to take any steps until that investigation is concluded.

Obviously this is frustrating, since that investigation was not initiated by us, but we hope that it will be concluded soon and we are committed to continue to push for the demands outlined in the letter as soon as it is. We want to reiterate to you that the women's group remains committed to winning a satisfactory resolution to your grievance.

You may also have seen that both offices are in the process of unionising, which we hope will help to put any staffer raising a grievance in future in a much stronger position, with qualified and knowledgeable support from an outside party. While we realise that such an effort does not change the impact that the grievance process had on you, but we hope that it reassures you about the changes we are trying to implement at Verso, in part because of the experiences you had during your time here.

Our best wishes,
Verso women's group

On Thu, 3 Dec 2020 at 15:59, Emily Janakiram <ejanakir1128@gmail.com> wrote:

H [REDACTED]

Hope you're well. It's been some months since I've heard anything, so I was wondering if there were any updates about this or what progress has been made.

Thank you,
Emily

On Fri, Oct 2, 2020 at 4:40 PM Basia Warren <basia.warren@verso.org> wrote:

Dear Emily,

I managed to catch up with the women's group this week. Below is a collectively written letter from the women's group, which I've been asked to pass along to you. I will be in touch with you next week to hopefully flesh out a more concrete timeline on the letter.

My warmest,

[REDACTED]

Dear Emily,

We wanted to write you a note from the women's group to acknowledge your letter and send you solidarity and support.

We understand that there is much work to be done - both in terms of working towards the resolution you deserve, and long term changes that need to be made at Verso. We appreciate it must be so painful to have to relive these experiences, and we are sorry that it has come to this.

We care deeply about what happened to you and we don't want anyone else to have to experience the same. All staff will be involved in revising our sexual harassment policy and procedure in light of what has happened, and we are working with Verso on an apology to you. There are many months of work to do internally, and of course we are pushing for a much quicker outcome for you, but in the meantime we wanted to reach out and send our support, and thank you for the work that you are doing to make Verso a better workplace for current and future staff.

In solidarity,
Verso Women's Group

On 25 Sep 2020, at 15:27, Emily Janakiram <ejanakir1128@gmail.com> wrote:

Hi [REDACTED]

Thanks so much! I'm so sorry- I've been there before. It's really horrible! I hope things get easier. Sending lots of solidarity and good vibes your way.

Best,
Emily

On Fri, Sep 25, 2020 at 5:57 AM [REDACTED] wrote:
Hi Emily,

Really sorry to have been out of touch – I've just been through a break-up and moved house and haven't had internet access so I've been a little off grid. I know the women's group have been working hard in my absence. I am going to be briefed on my return to work on Monday and will be in touch with you by the end of Monday at the latest with a full update on where things are up to and what our timeline is on a response. I'm really sorry for the delay, it's entirely on me personally, and I know there has been a lot of activity on the women's group since my last email to you. My sincere apologies.

my best
[REDACTED]

On 24 Sep 2020, at 16:50, Emily Janakiram <ejanakir1128@gmail.com> wrote:

Hi [REDACTED]

Checking in on this.

Thank you!
Emily

On Wed, Sep 23, 2020 at 10:04 AM Emily Janakiram <ejanakir1128@gmail.com> wrote:

Hi [REDACTED]

Hope you're well.

It's now been four weeks since I sent my statement; are there any updates?

Thank you!
Emily

On Wed, Sep 2, 2020 at 11:10 AM Emily Janakiram
<ejanakir1128@gmail.com> wrote:

Thanks, Rosie!

On Wed, Sep 2, 2020 at 10:37 AM [REDACTED]
<[REDACTED]> wrote:

Hi Emily,

So sorry not to get back to you sooner. The document has been sent to the women's group, and the women's group is convening a working group to draft a response. I will come back to you with any further updates as I get them. Thanks again for taking the time to do this.

Thanks
[REDACTED]

On Wed, 2 Sep 2020 at 15:32, Emily Janakiram
<ejanakir1128@gmail.com> wrote:

[REDACTED]
It's been over a week since I sent the document I was requested to write. Any updates would be appreciated.

Thanks so much!
Emily

On Mon, Aug 31, 2020 at 11:00 AM Emily Janakiram
<ejanakir1128@gmail.com> wrote:

Hi [REDACTED]

Hope you've had a good weekend! Just checking in to see if there are any updates.

Thanks,
Emily

On Mon, Aug 24, 2020 at 3:42 AM [REDACTED]
<[REDACTED]> wrote:

Hi Emily,

Thanks so much for taking the time to do this. I realise it must have been very painful to write. I'm so sorry that this was your experience at Verso, truly. Thank you so much again for engaging with me and the women's group after all of this.

I just wanted to check with you about confidentiality. Are you happy for me to share a redacted version of this with the entire staff, so that your identity is not clear? Or are you happy for the staff to know that you were the staff member who made this complaint? I don't want you to feel any pressure at all in either direction, I just want to be crystal clear about the information you are happy to have shared.

My best,
[REDACTED]

On Mon, 24 Aug 2020 at 07:43, Emily Janakiram
<ejanakir1128@gmail.com> wrote:

[REDACTED]

I hope you've had a good weekend.

As discussed, I am attaching my statement here. I am also attaching my original statement that I wrote to Jake and his response.

I should caution you that I couldn't figure out how to authentically write this statement in a way that didn't sound angry. I tried to tone it down but decided that I couldn't and also didn't want to. Anger aside, I want to reiterate that I am very thankful and appreciative for your help and support and solidarity with this and am eager to work with you all on this in any way I can.

Best,
Emily