Invesitgative Report

Human Resource Services Employee Relations

CASE NUMBER:

41752
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II. Introduction / Background

In February of 2014 an initial complaint was received regarding possible sexual harassment. The original Complainant wishes to remain anonymous. Subsequent to the initial information, additional complainants and witnesses came forward with information on several issues concerning the respondent. The respondent in the case is Dr. Scott Rivkees, Department Chairman, Pediatrics.

John Rouse, Manager of Investigations conducted the investigation.

III. Summary of Allegations and Investigation

The initial allegations included inappropriate comments made by the respondent that made other employees uncomfortable. Other information obtained during the investigation regarded alleged actions by the respondent that was not Human Resource related. These allegations and all information were relayed to other University officials for review.

In total there were more than twenty-five witnesses interviewed for this investigation.

Specific allegations regarding the behavior of the respondent include the comments: “If we can’t agree on this we’ll all have to get naked in a hot-tub and work it out”. This comment was allegedly made several times in meetings or gatherings with several witnesses. Another incident was reported to have taken place at an event for Veterinarian students at an off campus location. One of the students at the event was reportedly taking congratulatory video comments from those attending. It was alleged that the respondent made the following comment to a group of students: “Well, we have something in common, neither one of us can have sex with our patients.”

The respondent and Dean Good were both interviewed for this investigation. During a telephone interview with the respondent, he was questioned about the alleged comments. The respondent stated during the interview that the alleged comments were both made shortly after he arrived at UF Health approximately two and one-half years ago.

Regarding the “Hot Tub” comment, the respondent admitted that he had in fact made the comment. He stated that the PICU was in disarray and there was a lot of friction. The respondent stated that due to the environment in the PICU he had used this comment. The respondent indicated that he meant the comment as a joke and may have said it more than once.

The respondent was also asked about the comment made at the Veterinarian student event. The respondent stated during his interview that he had made a comment similar to the alleged comment. The respondent stated his comment was: “Make sure you don’t have relationships with your patients”. The respondent stated that he believed the comment was recorded, but does not have a copy of the recording.
Dean Good stated during his interview that the Faculty Affairs Dean, Marian Limacher, had advised him that she had received several complaints from faculty members regarding the respondent and the alleged comments. Dean Good also stated during his interview that the respondent had been counseled approximately six to eight months ago. Dean Good stated that there was no written documentation of the counseling. Dean Good further stated during his interview that he felt the respondent’s performance as Chair is good, that he (respondent) has demonstrated good leadership with external and internal groups, and that the respondent’s behavior in leadership was good.

IV. Conclusion / Findings

- Inappropriate Comments

- Substantiated

The respondent admitted to making the comment concerning the Hot Tub. The respondent’s version of the comment made during the Veterinarian event was similar to that of the alleged comment.

V. Investigators Signatures

cc: Kim Baxley, Director Employee Relations
    Paula Fussell, Vice President Human Resource Services