



STATE OF VERMONT
HOUSE OF REPRESENTATIVES
SPEAKER OF THE HOUSE
115 STATE STREET
MONTPELIER, VT
05633-52011

February 2, 2023

Dear Lt. Governor Zuckerman,

On Friday, January 27th I met with you, the Pro Tem, House and Senate Majority Leaders to discuss several complaints we have received about your conduct. As you know, the State House, like all workplaces has rules and guidelines in place to make sure all individuals feel safe and supported in a non-hostile setting and are not subjected to sexual harassment and/or discrimination.

Upon the request of two members, we met with you to discuss for following:

1. It's important to understand power dynamics. We are in unique positions of power. It is critical that we recognize this and don't use these roles to make people feel uncomfortable, whether intentional or unintentional.
2. It is a generally acknowledged professional practice to not discuss someone's age in the workplace unless it is a mutually acknowledged and accepted topic of discussion. With that said, talking about someone's age in relation to menstruation is unacceptable.
3. Offering feminine hygiene products in an office and seeking out women to let them know about the availability is not acceptable. While you may have good intentions, it has left women feeling very uncomfortable and unsure why they were chosen or why it became a topic of conversation with you.

As a follow up to our conversation, I appreciate that you will:

1. Read and watch the sexual harassment prevention policy and training from earlier this year.
2. Remove the feminine hygiene products from your office and have Janet Miller place them in the appropriate bathrooms.
3. Consider meeting with House members in the company of others.

It is my hope and expectation you will be mindful of how your behavior impacts others and follow through on the things we discussed, and the next steps outlined above.

Thank you for your cooperation in this matter.

Sincerely,

Rep. Jill Krowinski, Speaker of the House

CC: Sen. Philip Baruth, Pro Tem of the Senate