

# Hameli's secretaries kept diaries

## Alleged sexual harassment detailed

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WILMINGTON — Two secretaries who worked for fired state medical examiner Ali Z. Hameli kept diaries chronicling his alleged sexual harassment — diaries that became public Monday when they were filed in court.

The documents were filed in U.S. District Court as part of a motion by two state officials. Hameli initiated a suit on April 19 against Health and Social Services Secretary Carmen R. Nazario and Thomas LoFaro, deputy director of labor relations for the state Personnel office, less than two weeks after they fired him.

Hameli's suit charges they denied him due process. Nazario and LoFaro are seeking to have the suit dismissed. They contend he was given the due process to which he was entitled, and that they are immune from such suits as state officials.

The diaries detail an almost daily barrage of sexual innuendo, caresses — and even lessons in the Persian words for sexual organs.

"Today I had some very strange conversations with Doctor Hameli," begins a diary entry for Dec. 8, 1992. "He asked me, 'How is your sex life?' ... he asked me if I fantasized about sex."

"He said he liked what I was

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wearing," wrote another secretary in her diary on Aug. 3, 1993. "He said it made my prominent parts more prominent."

The papers filed Monday include summaries of the investigation conducted by the state, and copies of diaries in which both women kept track of Hameli's alleged remarks about their figures, appearance and dress, and his inquiries about their sexual experiences and fantasies.

One woman recorded that Hameli warned her he could fire her if they had a personality clash, and that she'd have no recourse because she was not employed under the state merit system.

When Nazario fired Hameli, state medical examiner for almost 30 years, she refused to discuss what she called a "personnel issue."

But in an affidavit now in the court record, Nazario says investigators believed the former secretaries' allegations and did not find credible Hameli's assertion that their stories were part of a conspiracy initiated against him by a third former employee.



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"I concluded ... that cause existed to terminate Hameli given the high level of his position, the lack of any opportunity for on-site supervision and the need for the Chief Medical Examiner to serve as an appropriate role model for his Office."

Nazario's affidavit says she sought "available avenues for removing Hameli which might preserve his dignity while still holding him accountable." She offered him the chance to resign "so long as he indemnified the State in the amount of \$150,000 for any damages sustained as a result of his behavior, agreed to undergo counseling to prevent this type of behavior in the future, left state employment within thirty (30) days and agreed to conclude all necessary work for the state."

Papers also show that Hameli offered to leave office in April and officially retire in June after using up accrued vacation time, but that was as far as he would go.

Hameli's lawyer, Sheldon N. Sandler, Monday called the charges "smarmy."

Sandler said he wanted to resolve the situation in private. He advised Hameli that if the charges came out, the medical examiner was "going to lose no matter what" because his reputation "as a pillar" of the state would be tarnished. Hameli insisted on

making the fight public, Sandler said, because Hameli told him, "I have not done these things."

The court records do not give the real name of either secretary.

They contain a diary "Jane Doe" kept from December 1992 until April 1993, when she quit. She told investigators she discussed Hameli's conduct toward her with Dr. Elizabeth Laposata, then assistant medical examiner, and that Laposata gave her information on handling sexual harassment from the Women's Law Center in Philadelphia.

An affidavit from Laposata supports Doe's story and tells of the secretary's distress. It also supports the story of "Mary Smith," the other secretary.

Sandler said Monday that Hameli had incurred Laposata's wrath by asking her not to leave private records of medical examiner's cases in an "out basket" on her office door where anyone could read them. Sandler said Laposata responded with a four-letter word, and Hameli formally reprimanded her. Sandler said Ha-

meli believes she orchestrated the case against him. Laposata left her job Oct. 28, 1993.

"Smith" filed a formal charge of sexual harassment against Hameli with the state last fall when she quit after less than two months on the job.

In investigating Smith's complaint, the state learned she had contacted "Doe," her predecessor, to ask for advice on dealing with Hameli. The investigator contacted "Doe" and obtained her statement and a diary she kept.

The stories told by the women are similar.

Both say Hameli discussed his own sexual fantasies about them, and insisted they learn various Persian words for genitalia. He asked one if her body hair was blond, and insisted she, a recent divorcee, accompany him to Texas on a business trip, which she refused to do.

Both women claim Hameli stroked them, one on the chin, the other on the hand, and one says he kissed her cheek.