

Sequence of Events that led to my termination from the YWCA

(By Shannon Nixson – 11/8/07)

June 4, 2007 - **Began employment at the YWCA of Greater Cincinnati**

- During this time I built strong personal and working relationships with the participants in the program.
- I invited several speakers to address the participants on matters concerning employment, life skills, and health and wellness topics.
- The speakers include the **same** pro-life speaker.

July 25, 2007 - **Pro-Life Speaker addressed the participants in the program for the first time.**

- Mr. Culbreath was very well received by the participants.

October 15, 2007 - **Given a “Warning for missing case notes” by my supervisor**

- The “warning” was said to be for not completing case notes on a monthly basis verses a quarterly basis and for not flexing my work schedule to work 2 ½ hours.
- I had never completed monthly case notes prior to that date. The day this warning was issued was the first time the monthly case note issue was brought to my attention.
- I was paid for the hours I did not complete with vacation time I was not eligible to have at the time.

October 30, 2007 - **Pro-Life Speaker addressed the participants in the program for a second time.**

- Some people were disturbed by some of the graphics in the presentation, including myself, because it reminded us how tragic and violent abortion is.
- Several participants shared how their lives were impacted by the presentation and how they could relate to the issues.

November 1, 2007 - **Terminated from my position at the YWCA**

- I was told that, “I was just not a good fit for their environment.”

As a result of hearing the pro-life presentations, 3 babies’ lives were saved because their mothers are now choosing life.