

Nita L. Hanson
51 Ridgewood Drive SW
Etna, Ohio 43062
614.209.3615
NitaHanson2008@gmail.com

January 24, 2024

Gary Burkholder, President
Etna Township Board of Trustees
81 Liberty Street
Etna, Ohio 43018

Mark Evans, Vice-President
Etna Township Board of Trustees
81 Liberty Street
Etna, Ohio 43018

Rozland McKee-Flax, Trustee
Etna Township Board of Trustees
81 Liberty Street
Etna, Ohio 43018

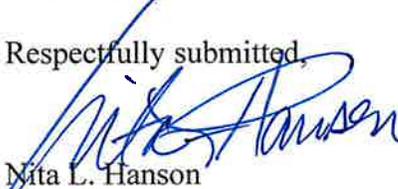
Dear Messrs. Burkholder and Evans, and Ms. McKee:

I am notifying you today that I am unable to continue my employment as Township Administrator. Over the past year, I have been subjected to constant harassment and discrimination from my employer, and I have repeatedly lodged complaints in a desperate plea for help. The Township has failed to adequately address any of my complaints most of which went unanswered. In addition to failing to adequately respond, the Township has only increased the harassment in direct retaliation for my legally protected complaints. The harassment, discrimination, and retaliation have led to a hostile and severely abusive work environment which at times has even been open for the public to witness.

This has caused me great emotional distress and now my physical health has been compromised. I left a wonderful, long-term, law firm practice to serve my community as Etna Township Administrator. But the circumstances described above, and in my many complaints seeking help, have led me to the unfortunate conclusion that I have no choice but to leave my position before further compromising my health.

I consider this to be a constructive discharge; and, therefore, I am vacating my position immediately. However, due to my love for this community and my belief in the good people of Etna Township, I will be available to answer questions or do what I can to assist in an orderly transition for someone other than Mr. Evans or his surrogate. I expect the Township to honor the terms of my employment set forth in the attached Resolution.

Respectfully submitted,


Nita L. Hanson

cc: Rex Elliott, Esq. (w/attach.)