

Issues of being blocked from participating in the parent2parent online support groups of IntoAdulthood email group and Facebook.

From: Rachel Nemhauser <rnemhauser@arcofkingcounty.org>
Sent: Wednesday, April 25, 2018 10:54 AM
To: cherylfelak@msn.com
Cc: Robin Tatsuda; Stacy Gillett
Subject: Into Adulthood Membership Update

Good morning Cheryl,
I'm writing to inform you that after multiple instances of inappropriate posts, including ones that personally attacked a member of our community, we have discontinued your membership in Parent to Parent's Into Adulthood. The purpose of this group is to provide support over shared experiences. It is very important to us that our group remains a civil, nurturing, supportive and safe space for parents of young adults with disabilities, and we have found your contributions are not in line with our values and mission.

If you have concerns about this decision, please contact Robin Tatsuda, Director of Information and Family Support, or Stacy Gillett, Executive Director of the Arc of King County. They are both cc'd on this email.

Warm regards,

From: Robin Tatsuda <RTatsuda@arcofkingcounty.org>
Sent: Monday, June 25, 2018 10:56 AM
To: Cheryl Felak
Cc: mwood@arckofkingcounty.org
Subject: RE: P2P Facebook

Hi Cheryl -

Please see the original post and your comment at the end of this email.

For all of The Arc of King County's P2P virtual support groups (Facebook and Yahoo groups), we ask that all members abide by the following guidelines:

This group is focused on providing emotional support over shared experiences, and it is very important to us that our group remains a civil, nurturing, supportive and safe space for parents of people with disabilities. We provide support and friendship to each other as we care for our children. As a support group, we are not focused on any type of treatment or therapy. Rather, we focus on support and information. This group is not intended to be a place for debate, and personal attacks or other unkind messages of any

kind will never be tolerated. When you post on any of our social media we ask that you respectfully follow these guidelines:

- use common courtesy and be respectful of others*
- submit your own original content, and avoid content that you know to be fraudulent*
- do not post someone else's copyrighted work or intellectual property unless you have permission*
- never post confidential information*
- do not use this site to communicate or post any content which is abusive, offensive, harassing, illegal, defamatory, libelous, or hostile towards any individual or entity*
- do not solicit business or membership or financial support for another business or your own private business or promote or advertise a commercial product*
- do not post comments under multiple names or using another person's name*
- do not allow another entity or individual to use your identification for posting or viewing comments*
- do not repost other members' comments without first seeking permission of the person who originally posted the comment.*
- we always reserve the right to remove posts and comments that don't fit with our community*

We reserve the right to refuse, remove or block anyone from this group. We have the right to decide what is tangible, spam, or otherwise not acceptable in this group.

In regards to your question about why your post was removed, our groups are not a space to undermine individuals, or spread false or misleading information. The post in question targeted an individual personally and alleged the city of Seattle did not follow due process in changing an ordinance. The bill page for the ordinance in question affirmed city staff followed procedure, the bill was reviewed by council staff, was considered by committee, and voted on by the full council, with time for public testimony. You can review the bill page here:

<http://seattle.legistar.com/LegislationDetail.aspx?ID=3460126&GUID=B651F1E9-727F-4D7F-8624-1F8DFC033681&Options=Advanced&Search=>

Based on our group guidelines and additional information provided above, we determined the post was inappropriate for the group which promoted its immediate removal your removal from the group.

If you would like to talk further about this, I encourage you to make an appointment with me.
~Robin

Original Post: Council Votes to Eliminate Subminimum Wage
Councilmember Teresa Mosqueda's (Citywide – Pos. 8) first piece of labor policy passed with a vote of 8-0 by the Seattle City Council, codifying the City's commitment to

eliminate a subminimum wage for workers with disabilities. C.B. 119220 ends the archaic practice of allowing people with disabilities to be paid a subminimum wage, and codifies the City's recent department policy ensuring all workers can earn at least the City's minimum wage.

"Today, by voting to eliminate the subminimum wage for workers with disabilities, we strengthen our City's belief that all work has dignity and that all workers should be able to earn at least the minimum wage," said Councilmember Mosqueda. "It's already challenging to make ends meet for low-wage workers living and working in Seattle, and even more so if one is not afforded the right to earn at least the City's minimum wage." Seattle becomes the first city to eliminate a subminimum wage for people with disabilities, and follows the states of Vermont, New Hampshire and Maryland that have passed similar policies banning special wage certificates for disabled workers.

The subminimum wage provision originally passed at the federal level in the 1930s with the intent to create sheltered employment at a subminimum wage to train people with disabilities for other jobs. However, as noted in public testimony last week by the National Federation for the Blind, studies show that, unfortunately, workers end up staying in these subminimum wage jobs for years, even decades. Because of this experience, the Seattle Commission for People with DisAbilities along with Disability Rights WA and the National Federation for the Blind Washington Chapter, requested the City stop the use of a special certificates that permitted people with disabilities to be paid less than the minimum wage.

"Today's legislation comes directly from the work of disabled activists to demand a more equitable society. I'm thrilled that we've taken this step into the future together and hope that we will remain at the forefront of disability justice," said Shaun Bickley, Co-Chair, Seattle Commission for People with DisAbilities.

"Today's vote is an important step to signal that people with disabilities should have an equal opportunity to be a part of the community," said Susan Kas, Director of Community Inclusion & Services Program, Disability Rights Washington.

The elimination of the subminimum wage is a continuation of policy started by Councilmember Lisa Herbold (District 1, West Seattle) and the Office of Labor Standards last year. The Office of Labor Standards issued a Director's rule last year eliminating the ability to issue certificates for a subminimum wage under administrative rules. But it wasn't the law – until today.

Posted: April 2nd, 2018 under Mosqueda, News Releases.

Tags: Mosqueda

Cheryl Felak's Comment to Post: Quite a bit of information here that is not factual and this law was passed based on questionable processes. Right now I am backtracking through public records tracing the process of this legislation and lack of public engagement. Due to my research of this topic, Shaun Bickley has filed an anti-harassment petition against me with many false allegations. Court hearing tomorrow. It will not affect the legislation but hopefully will ensure that people's right to free speech will be upheld.



Robin Tatsuda, MSW | Director of Information & Family Support
Direct 206.829.7011

[For people with intellectual and developmental disabilities.](#)

The Arc strives to provide accurate information in a timely manner, with the highest standard of professionalism. If you have any comments or concerns about the services you received from The Arc of King County, please contact Robin Tatsuda, Director of Information & Family Support at rtatsuda@arcofkingcounty.org or 206-829-7011.

From: Cheryl Felak [<mailto:CHERYLFELAK@msn.com>]
Sent: Friday, June 22, 2018 1:16 PM
To: Robin Tatsuda <RTatsuda@arcofkingcounty.org>
Cc: mwood@arckofkingcounty.org
Subject: P2P Facebook

Hello Robin,

I have been directed to you to ask about a post I made being deleted from the "p2p aging parents of sons and daughters with disabilities" and being ejected from the group. I am not even able to see what others have written.

Please contact me and also send me a copy of the post that was abusive. The courteous thing to do in situations such as this is to inform the person that they violated a rule. This total ejection with no information is extreme censorship.

Yes, I may have a different opinion than you and some of the The Arc policies but P2P receives public funds to provide a service for parents. I do not think it is the responsibility of the group moderator to decide what is acceptable or not just because you may not like it or agree with it. If it was truly abuse, I need to know so I do not repeat it.

If you have a concern with me regarding issues with a friend of yours, please contact me. I believe one side of the story (and twisted at that) is being told. I would gladly have a conversation with you regarding the issues that we may disagree on.

What is important to me is free speech and upholding the First Amendment and that has been violated (also according to the judge) - this is not my opinion. I care about the democratic process and I care about people being heard. These are the issues that are important.

Please inform me of the reason for being ejected and a copy of the post that caused this.

Thank you,

Cheryl

Cheryl Felak, RN, BSN
Because We Care - Beyond Inclusion
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www.becausewecare1.com

Member of:

[Developmental Disabilities Nurses Association](#)
[American Academy of Developmental Medicine and Dentistry](#)

From: Cheryl Felak
Sent: Monday, June 25, 2018 6:43 PM
To: Robin Tatsuda
Subject: Re: P2P Facebook

Thank you, but I don't have personal issues with him - I have issues with the Commission and he is the point person for the issue I have. If he can't separate his personal issues from his public servant issues and then that affects the work of others because he tells his friends false information about what I have done or what I have not done, that is a problem.

I will not mention his name again but I cannot refrain from advocating for what I believe in - if The Arc is unable to honor the advocacy of parent, caregivers, loved ones, healthcare providers and people with disabilities themselves, then The Arc needs to let people know that The Arc is censoring advocacy.

That is my issue with The Arc.

The fact that he works at The Arc now and for some reason has made all these false allegations against me and posted abusive comments about me personally, it will cause issues. I am trying to avoid that. I have contacted the King County Dispute Center and have sent that email to Shaun's lawyer and to the city Liaison in hopes that Shaun will also attend. At this point in time, I would doubt that but I have attempted and tried to have a conversation with him and have been physically and verbally assaulted by him.

Also, just to let you know the recording I have that he claims is illegal is not - it was a public meeting with several people, including the city liaison speaking to Shaun on the recording. Matt Kanter, another commissioner, also wrote a declaration under penalty of perjury with his view point of what occurred. It is interesting to note that his account does not agree with the actual recording.

So, just to be clear - is anyone allowed to name a person on any Arc social media platform if one does not agree with something? It really seems to me that this has gone way overboard and it's disturbing. I understand you are protecting your friend and that's fine but is it The Arc or is it you?

Thank you,

Cheryl

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Because We Care - Beyond Inclusion
Seattle, WA
www.becausewecare1.com

Member of:

[Developmental Disabilities Nurses Association](#)
[American Academy of Developmental Medicine and Dentistry](#)

From: Robin Tatsuda <RTatsuda@arcofkingcounty.org>

Sent: Monday, June 25, 2018 5:01 PM

To: Cheryl Felak

Subject: RE: P2P Facebook

Hi Cheryl,

We need you to refrain from connecting your ongoing dispute and relationship with Shaun from the work of The Arc. At this time we are unable to include you in our social media groups and

conversations due to repeated instances in which you have named specific people (in this case, Shaun) with whom you have personal issues with.

~Robin



Robin Tatsuda, MSW | Director of Information & Family Support
Direct 206.829.7011

[For people with intellectual and developmental disabilities.](#)

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From: Cheryl Felak [mailto:CHERYLFELAK@msn.com]
Sent: Monday, June 25, 2018 12:33 PM
To: Robin Tatsuda <RTatsuda@arcofkingcounty.org>
Subject: Re: P2P Facebook

Thank you for your reply. So am I blocked and excluded for this one post?

I will add that there was fraudulent processes in passing the law (a fact - not my opinion) that will come out in court soon. Your friend has harassed and attacked me personally online and lied about my contact with him. All my communication has been towards the Commission and asking for clarification and answers to concerns. Shaun Bickley posted himself in the Press Release on June 22, 2018 as the person to contact. He has been the one responding to my concerns - but not addressing the concerns but calling me a liar and spreading misinformation. He has no proof as evidence to his allegations of harassment.

I sent him one email to his email only because he was one of the 70 who sent in a public comment to OLS (you may have too - I don't know) All the recipients were blind cc'd. (also some people from The Arc who used their personal email as a public comment were sent the same letter - I only used the emails that were provided to me from the public record submissions) I believed that he had a right to know what was in the letter since there was information about him and his abuse, not only to me but many others.

As a public servant (which he is - it doesn't matter that he is a volunteer and I understand how much work he does - that is not in question at all and should be commended) he needs to listen to the constituents and provide answers. It is not a personal attack against him but only doing my duty as a concerned citizen and following the RCW 42.30.020 which states

"The legislature finds and declares that all public commissions, boards, councils, committees, subcommittees, departments, division, offices and all other public agencies of this state and

subdivisions thereof exist to aid in the conduct of the people's business. It is the intent of this chapter that their actions be taken openly and that their deliberations be conducted openly.

the people of this state do not yield their sovereignty to the agencies which serve. The people, in delegating authority, do not give their public servants the right to decide what is good for the people to know and what is not good for them to know. The people insist on remaining informed so that they may retain control over the instruments they have created."

I have not stalked him, harassed him or followed him to public places or have had anything to do with his private life. As the contact person for that Commission, it is his public duty to engage - if he is unable to do that with people who may disagree with him on certain points, then maybe that is not the position for him. He has many talents but maybe this is not one of them.

I'm very sorry that it has come to this - if the commission (and it was Shaun who was responding to my questions and blocked me from the public Facebook page - a violation of the First Amendment) had had a real stakeholder discussion without sending out secret notices and telling people to keep it private to avoid others from participating (document from Shaun as a Commissioner) this would not be a problem.

I was mis-labeled as being against this legislation and an extreme ableist. I am not against the legislation - I am against the lack of accountability and transparency and the lack of planning regarding increasing supports and funding for skill development, job coaches, transportation, job development and matching and all the other parts of the puzzle that go into employment for people with significant IDD.

Speaking to that - I also NEVER said that Shaun was not disabled. I did say that autism was not defined as an intellectual disability but a developmental disability - there was no representative for the IDD community on the Commission and I do not believe there is now.

I have reviewed hundreds of documents regarding this Commission and this process and the violations occurred early on and are well documented as violations. This will become evident soon. My issues is that planning (as noted as extremely important in all the supporting documents the Commission used for evidence and also that I have researched independently) was not taken into account and this was pushed through based on false information.

As an organization that receives public funding to provide the Parent to Parent program, please also abide by the rules and allow various viewpoints and opinions for support to be posted - they may not agree with the Arc platform but this is not to push the Arc agenda but to provide parent to parent support. Please abide by those guidelines too.

Where do the guidelines say to "ban" a person immediately for a post that may or may not have been a violation of the rules - was this discussed with others or is it one person's opinion that my post was inappropriate and I should be banned?

I realize that The Arc is not part of the government and can block people from the Facebook pages and that's fine. I don't agree with it but it's not a violation.

Please do let me know about the banning issues. Am I banned from all parent to parent pages now? If so, is that fair and just?

Cheryl

Cheryl Felak, RN, BSN
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Member of:

From: Cheryl Felak [<mailto:CHERYLFELAK@msn.com>]
Sent: Thursday, July 5, 2018 10:28 PM
To: Rachel Nemhauser <rnemhauser@arcofkingcounty.org>
Cc: Robin Tatsuda <RTatsuda@arcofkingcounty.org>; Stacy Gillett <sgillett@arcofkingcounty.org>
Subject: Re: Into Adulthood Membership Update

Hello,

I am very concerned about the censorship that has occurred. I understand that my position on some issues may not be in line with The Arc and I have not attacked a person other than pointing out public issues with a public servant that need to be addressed. If there were personal attacks - can you please tell me what they are so that I may learn too?

I would like to inform you that there have been many false allegations made against me by a person in a public position. These allegations are unfounded and there is no proof - there is quite a bit of hearsay though and the fact that this hearsay seems to be believed is very troublesome.

Were there complaints from other list members about my comments? If so, can you please tell me what they were? I do not need to know who but I do have the right to know what the

complaints are. If the complaints are due to the fact that my opinion is different than The Arc, please tell me that too. I need to know that also.

If you have questions about what I have posted and you believe the information is false, please let me know and I would be more than happy to give sources and clarify.

In all fairness, it is really not supportive to just ban people without some information and a discussion. If people are not allowed to disagree or would like to give additional information and the Arc censors the parent support lists, that would be extremely important information for parents and legislators to know.

I would appreciate a response. If I do not hear back I will contact you all again towards the end of next week.

Cheryl

Cheryl Felak, RN, BSN
Because We Care - Beyond Inclusion
Seattle, WA
www.becausewecare1.com

On Jul 9, 2018, at 9:56 AM, Robin Tatsuda <RTatsuda@arcofkingcounty.org> wrote:
Hi Cheryl -

Please see the original post and your comment at the end of this email.

As stated before, for all of The Arc of King County's P2P virtual support groups (Facebook and Yahoo groups), we ask that all members abide by the following guidelines:

This group is focused on providing emotional support over shared experiences, and it is very important to us that our group remains a civil, nurturing, supportive and safe space for parents of people with disabilities. We provide support and friendship to each other as we care for our children. As a support group, we are not focused on any type of treatment or therapy. Rather, we focus on support and information. This group is not intended to be a place for debate, and personal attacks or other unkind messages of any kind will never be tolerated. When you post on any of our social media we ask that you respectfully follow these guidelines:

- use common courtesy and be respectful of others*
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- do not post someone else's copyrighted work or intellectual property unless you have permission*
- never post confidential information*

- do not use this site to communicate or post any content which is abusive, offensive, harassing, illegal, defamatory, libelous, or hostile towards any individual or entity
- do not solicit business or membership or financial support for another business or your own private business or promote or advertise a commercial product
- do not post comments under multiple names or using another person's name
- do not allow another entity or individual to use your identification for posting or viewing comments
- do not repost other members' comments without first seeking permission of the person who originally posted the comment.
- we always reserve the right to remove posts and comments that don't fit with our community

We reserve the right to refuse, remove or block anyone from this group. We have the right to decide what is tangible, spam, or otherwise not acceptable in this group.

Our groups are not a space to undermine individuals, or spread false or misleading information. The post in question targeted an individual personally and alleged the city of Seattle did not follow due process in changing an ordinance. The bill page for the ordinance in question affirmed city staff followed procedure, the bill was reviewed by council staff, was considered by committee, and voted on by the full council, with time for public testimony. You can review the bill page here:

<http://seattle.legistar.com/LegislationDetail.aspx?ID=3460126&GUID=B651F1E9-727F-4D7F-8624-1F8DFC033681&Options=Advanced&Search=>

Based on our group guidelines and additional information provided above, we determined the post was inappropriate for the group which promoted its immediate removal and your removal from the group.

If you would like to talk further about this, I encourage you to make an appointment with me.
~Robin

From: Cheryl Felak [<mailto:CHERYLFELAK@msn.com>]

Sent: Monday, July 9, 2018 10:00 PM

To: Robin Tatsuda <RTatsuda@arcofkingcounty.org>

Cc: Rachel Nemhauser <rnemhauser@arcofkingcounty.org>; Stacy Gillett <sgillett@arcofkingcounty.org>

Subject: Re: Into Adulthood Membership Update

Hi Robin - yes I would like to make an appointment with you to discuss , review information and discuss abusive posts and false allegations about me by others.

I am out of town right now but when I return at the end of the week and update my calendar I will let you know when I could meet. Are there any times or days that work better for you?

Thank you

Cheryl

From: Robin Tatsuda <RTatsuda@arcofkingcounty.org>
Sent: Thursday, July 12, 2018 2:20 PM
To: Cheryl Felak
Cc: Rachel Nemhauser; Stacy Gillett
Subject: RE: Into Adulthood Membership Update

Hi Cheryl –

I can meet with you to discuss The Arc of King County's virtual groups including "Into Adulthood" and "P2P Aging Parents" and your past and future participation within these groups. I am only able to discuss the virtual groups moderated by The Arc of King County. I'm unaware of abusive posts and false allegations made about you within The Arc of King County's virtual groups. If such posts occurred, they would have been removed and the person making the posts banned from the group as well.

I am available from 10:00-11:00am on both Thursday and Friday, July 26th or 27th if one of these dates works for you.

~robin

From: Cheryl Felak [<mailto:CHERYLFELAK@msn.com>]
Sent: Thursday, July 12, 2018 2:46 PM
To: Robin Tatsuda <RTatsuda@arcofkingcounty.org>
Cc: Rachel Nemhauser <rnemhauser@arcofkingcounty.org>; Stacy Gillett <sgillett@arcofkingcounty.org>
Subject: Re: Into Adulthood Membership Update

Hi Robin,

Thank you for getting back to me. The abusive comments were not on the listserves but were made by a person who is now an Arc employee and the person who was the contact person in the Seattle commission for People with disabilities. Much of what I wrote about that person and the process were issues of concern (and continue to be) with regards to not only false information that person shared with the city council members and refused to correct but fraudulent practices in getting the legislation passed - all happened prior to the City Council passing the law and issues with secret "public hearings" and not sharing information with people who may have had concerns. Rather than answering questions and concerns, I and others were blocked from public comments (violation of First Amendment) and had abusive and libelous comments written about us. I will gladly share this information with you when we meet. The fraud was within the Commission and the information they chose to share with the city. This issue is something that will be dealt within the City Administration.

As a parent and as a member of a support group - I do not think that it is out of line to share concerns regarding issues of the practices seen above when those actions directly affect the people we advocate for. If parents and advocates are blocked from "support" groups due to sharing concerns, what benefit are the support groups to those with concerns? Are these support groups only to advance the issues that The Arc wants to promote and if there are other concerns or people have questions about those policies, are they just blocked? If this is the case, it is very concerning.

We all do not have to agree and if one does not agree, that is not harassment and abuse - I'm always open to explaining and having people ask questions so that I can provide the answers - when I am just blocked without an opportunity to provide information, collaboration cannot happen.

This person, who now works for The Arc, has a history of being abusive towards people who have a difference of opinion, guardians and those he refers to as "ableds" I have no idea if this person worked for the Arc when I wrote those comments or not but he did have a copy of them and I do not believe he is a member of the Into adulthood list - so evidently, the letters on those lists can be shared. It is fine that he had a copy - it was not a secret - I was only trying to inform others of the what was going on in the Commission. It was not a personal attack on that person other than responding to the abusive and false comments he personally made about me and others.

Thursday, the 26th at 10:AM works well for me. Thank you for making the time to meet.

Cheryl

From: Robin Tatsuda

Sent: Thursday, July 12, 2018 3:36 PM

To: Cheryl Felak <CHERYLFELAK@msn.com>

Cc: Rachel Nemhauser <rnemhauser@arcofkingcounty.org>; Stacy Gillett <sgillett@arcofkingcounty.org>

Subject: RE: Into Adulthood Membership Update

Hi Cheryl –

I'll plan to see you from 10am-11am on Thursday, July 26th.

~robin

From: Robin Tatsuda <RTatsuda@arcofkingcounty.org>
Sent: Thursday, July 26, 2018 11:57 AM
To: Cheryl Felak
Cc: Rachel Nemhauser; Stacy Gillett
Subject: RE: Into Adulthood Membership Update

Hey Cheryl –

I appreciate the opportunity to meet you today AND to meet Thomas. 😊

As Stacy said, we really do care about you as a member of the I/DD community and continue to strive to find ways to ensure folks needs are meet across our program activities.

After discussing the Parent to Parent groups that you had been removed from, and reiterating our concerns, it seemed we are in mutual understanding about what types of posts are and are not appropriate for these specific groups. You were clear that you hoped to rejoin the “Into Adulthood” Yahoo group as it is a great resource for information sharing and learning about critical community supports. With the shared understanding that you can abide by the rules of the group, we are happy to have you rejoin “Into Adulthood”. First, I need to you review these group rules and confirm that you understand why you were removed.

This group is focused on providing emotional support over shared experiences, and it is very important to us that our group remains a civil, nurturing, supportive and safe space for parents of people with disabilities. We provide support and friendship to each other as we care for our children. As a support group, we are not focused on any type of treatment or therapy. Rather, we focus on support and information. This group is not intended to be a place for debate, and personal attacks or other unkind messages of any kind will never be tolerated. When you post on any of our social media we ask that you respectfully follow these guidelines:

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- never post confidential information*
- do not use this site to communicate or post any content which is abusive, offensive, harassing, illegal, defamatory, libelous, or hostile towards any individual or entity*
- do not solicit business or membership or financial support for another business or your own private business or promote or advertise a commercial product*
- do not post comments under multiple names or using another person’s name*
- do not allow another entity or individual to use your identification for posting or viewing comments*
- do not repost other members’ comments without first seeking permission of the person who originally posted the comment.*

- we always reserve the right to remove posts and comments that don't fit with our community

We reserve the right to refuse, remove or block anyone from this group. We have the right to decide what is tangible, spam, or otherwise not acceptable in this group.

Please be aware that making accusations or expressing discontent about specific individuals will never be tolerated. Additionally, contentious posts and conversations or controversial topics will be closely monitored on a case by case basis. It is critical that the groups remain a safe space for the breadth of participants. We recognize that parents come from a range of experiences and may need space to share ideas and seek support on potentially controversial issues, however The Arc's groups are not the appropriate platform and we ask that people find avenues outside of our groups for that kind of interaction.

Again, we are happy to have you rejoin "Into Adulthood" upon confirmation that you understand and can abide by these rules. When you confirm this, I will work with my team to provide an estimated date for your reinstatement.

Thanks,
~robin

From: Cheryl Felak <CHERYLFELAK@msn.com>
Sent: Thursday, July 26, 2018 9:03 PM
To: Robin Tatsuda <RTatsuda@arcofkingcounty.org>
Cc: Rachel Nemhauser <rnemhauser@arcofkingcounty.org>; Stacy Gillett <sgillett@arcofkingcounty.org>
Subject: Re: Into Adulthood Membership Update

Hi Robin,

Thank you for meeting with me. I do have a couple of questions regarding the group and hopefully you are able to answer them.

It was my understanding that the group was closed and therefore posts to the group should not be shared. I'm curious how a person, who is not in the group, had a copy of one of my posts that this person used in court. The case was dismissed and the information was not new information to this person or information that I had not already shared with that person but it does concern me that posts are copied and handed out to others not in the group. I understand that once on the internet confidentiality cannot be guaranteed but my hope would be with a closed group that actions such as sharing posts to others is not an approved practice.

I had and have no intentions of including The Arc in the issues between the Seattle Commission and myself. I do have concerns though when fabrications are made regarding things I have said or done and people believe them and then repeat them. One of these was that I repeatedly emailed this person's employer requesting that he be fired. I emailed one time with a concern I had and did not ask that he be fired only that people become aware of some concerning behaviors. There were other comments about my "history of harassment" and "being blocked by other organizations, including the Arc of King County - here is a record of previous behavior." This person included in court documents copies of email exchanges between me, Sylvia Fuerstenberg and Lance Morehouse dating back to 2011 - 2013. These had nothing to do with the current situation but were provided to him by someone at The Arc.

Obviously, someone within The Arc is providing this person with information - the fact that information is shared doesn't bother me and I stand by what I have written but the fact that I'm being told not to include The Arc in any issues related to this person when he is being given information from people at The Arc as evidence of harassment in court is bothersome to me. If this person is including issue of The Arc in any of his allegations against me, I have the right to respond to those allegations, including issues with The Arc.

I did write to Sue Elliott of The Arc of Washington in relation to a libelous comment this person wrote about me in a SAIL newsletter. Someone alerted me to the message after it was sent to the distribution list.

If this person refers to me in any official Arc publications, I will address it if I am made aware of it. He has already involved The Arc in several of the interactions that I have had with him and I do hope that it will not continue.

I intend to address the issues of the elimination of the special certificates and the deceitful process that was undertaken in passing that law with the City Council, Mayor, Office of Labor Standards and the Commission. I have also attached a copy of an outline of many issues that were false or deceitful in that process so you can be aware since there were people from The Arc involved in some of these issues. I'm very sorry that this has all transpired the way it did and if my voice and the voice of others (such as the 37 people who wrote into OLS opposites this rule change) were heard rather than blocked, we could have had a law that would have helped people with IDD have alternatives and choices to get and keep jobs rather than having their employment hours reduced. Shutting down people who have a difference of opinion and denying them an opportunity to engage is not democracy and that is what happened with this legislation.

I understand the rules and it is not my intention to cause a ruckus or stress to others. At times though, there are topics that just by being of a certain topic, could cause stress to people. I and others have no way of knowing what everyone's stressors are and so there may instances were people may feel unhappy about something. Please, if that occurs with something I write, just let me know - I'm not wanting to cause anyone pain and suffering but at the same time there are some issues that need to be talked about and shared.

One instance of that is the situation I told you about with the VAPO being denied for my son. That situation was extremely stressful for my whole family and also the staff who work at Thomas' home. DDA, APS, Seattle Police and Lynnwood Police were all also involved and luckily my son was not abducted but I did learn a lot through the process. Without a forum to share experiences such as this, it could put another family at risk of a similar type of situation. We all need to work together to help keep our loved ones safe and as independent as possible.

Cheryl

Cheryl Felak, RN, BSN

From: Robin Tatsuda <RTatsuda@arcofkingcounty.org>
Sent: Wednesday, August 1, 2018 12:08 PM
To: Cheryl Felak
Cc: Rachel Nemhauser; Stacy Gillett
Subject: RE: Into Adulthood Membership Update

Hi Cheryl – Sorry for the delayed replay. Summer has been busier than expected! In your email below I wasn't clear whether you felt confident that you understand and are able to follow the rules of our P2P Virtual Groups (Facebook and Yahoo). I'd love to start the process of having your membership to groups of interest reinstated. Can you confirm you have read and agree to the rules?

Thanks,
~Robin

From: Cheryl Felak
Sent: Wednesday, August 1, 2018 1:31 PM
To: Robin Tatsuda
Cc: Rachel Nemhauser; Stacy Gillett
Subject: Re: Into Adulthood Membership Update

thank you,

Yes, I understand the rules and will do my best to abide by them but at the same time I may also not be aware if something I say causes undue stress for someone. So, I ask that if that happens, to let me know what the specific issue may be rather than just deleting me without any discussion. Or feel free to moderate my posts for approval if needed. I do ask that I am able to read other people's posts since there is helpful information that I am missing by not receiving the emails.

As with any advocacy and support, not all opinions are the same - that doesn't mean that one opinion is the right one or the better one and if sharing opinions is not in line with support and informing others then maybe you do not want to add me again because I do tend to share information that I think others may be interested in - I have gotten information from others and have been contacted by enough other community members telling me that the information is valuable so that concerns me when things are deleted without a discussion.

I would like clarification on the sharing of the old emails to The Arc and also the into adulthood group letter to a person who was not a member of the group. These were documents submitted by this person to the court and I'm curious how these were obtained if the person is not a member of the group. If it is the policy of The Arc to share posts to this group with non-members, please clarify so that others may be aware of this. I understand that confidentiality cannot be guaranteed but my understanding of a closed group is that people should not share without asking the author.

thank you and let me know if you need more clarification.

Cheryl

Cheryl Felak, RN, BSN

From: Cheryl Felak
Sent: Friday, August 3, 2018 9:10 PM
To: Robin Tatsuda
Cc: Rachel Nemhauser; Stacy Gillett
Subject: Re: Into Adulthood Membership Update

Hi Robin,

Regardless if I am allowed to be a group member, I would like clarification on the issue of sharing group postings to those not in the group - especially when these posts may be used for legal purposes - as in the situation I have. In addition to that, there were emails from 6-7 years ago to previous Arc administration personnel that were shared with this person and those, too, were part of the court record even though they had nothing to do with his allegations against me.

Also, I have been told to not mix The Arc with the issues regarding legislation in the City of Seattle and I have not done that except to inform The Arc of my concerns regarding a specific incident and that has been addressed. I have been told that Mayor Durkan has not re-

commissioned this person to the Seattle Disability Commission. I understand that the comments were not made in this person's work with the Arc but since this person has written to several council members and others within Seattle government referring to me as a stalker and accusing me of harassment including fabricated stories of my actions and including comments about me being banned from disability support groups and disability Facebook pages due to harassment. If I have been banned from support groups and Facebook pages, it has not been for harassment but for a difference of opinion. Those are very different issues and I would appreciate this person not mixing his work with The Arc and the work within the City of Seattle with regards to anything having to do with me.

I am not going to contact this person to respect his requests of "no contact" but I would appreciate that this issue be addressed and that this person not write about me with anything having to do with The Arc to other entities.

Thank you very much,

Cheryl

Cheryl Felak, RN, BSN

From: Cheryl Felak <CHERYLFELAK@msn.com>
Sent: Thursday, August 16, 2018 11:04 AM
To: Robin Tatsuda
Cc: Rachel Nemhauser; Stacy Gillett
Subject: Re: Into Adulthood Membership Update

Hello Robin,

I am writing again to inquire about the policy of The Arc sharing postings from a closed parent support group to people outside of the group. I would also like to know about sharing old emails between me and the previous CEO and Family Coalition from 2011-2013 with this same person. These documents were presented in court and are being used as "proof" of my harassment against him and others.

While I understand that confidentiality cannot be guaranteed when things are posted on the internet, I also expect that rules of a closed group would be followed which does include not sharing the information with others outside the group.

The information in this particular posting had already been discussed ad nauseum with the person and the Commission - it was not a secret. The purpose of the post was to inform others of what was happening. While I understand that you do not agree with it and may be unaware of some of the violations and deceit that were practiced by this person and the commission, as

an advocate for people with IDD, I think it is important to share information such as this so that people are not led down a path they may not want to go.

I believe in sharing information and letting people make the decisions they need to for themselves. Maybe that is not a shared goal of The Arc and this parent support group. If it is not a shared goal, I rescind my request to rejoin because it would be a violation of my ethical standards to not share important information to other parents if I am aware of information they could use to better understand a choice they may be making.

Please clarify the position of The Arc in sharing posts from closed parent support groups.

thank you,

Cheryl

Cheryl Felak, RN, BSN

From: Robin Tatsuda <RTatsuda@arcofkingcounty.org>

Sent: Thursday, August 16, 2018 2:09 PM

To: Cheryl Felak

Cc: Stacy Gillett; Rachel Nemhauser

Subject: Re: Into Adulthood Membership Update

Dear Cheryl – Thank you for emailing me. I apologize for the delayed response, some health issues interspersed with vacation has slowed my normal response time. I will do the best I can to answer your questions and comments. Please take each of my responses with the greatest respect to your concerns and to your experience.

As you note, The Arc of King County offers no promise of confidentiality and cannot guarantee the confidentiality of anything that is posted on the internet or our email list serves, even in closed parent groups, nor can we control what others share who may belong to the group. The Arc of King County does not share postings from a closed parent support group to anyone outside the group. We are unaware of the documents that were shared in court and frankly we do not wish to be involved in the proceeding or comment on how documents may have been obtained by either party. We request again that you please refrain from trying to engage us in this dispute.

We have stated our goals to offer support to families, connect them with each other, and in the most positive way, to help them with their parenting experience. We monitor our groups for appropriate contact according to our rules for belonging to the group. We want to ensure that everyone feels safe to share and express their feelings, frustrations, questions, concerns and

problems, but in a manner that is respectful, nonthreatening, unaccusatory, or hostile. The intent of our social media community is to foster healthy discussion and support one another.

I will restate for you that we always reserve the right to remove posts and comments that don't fit with our community. When you post on any of our social media we ask that you respectfully follow the guidelines:

- use common courtesy and be respectful of others
- submit your own original content, and avoid content that you know to be fraudulent
- do not post someone else's copyrighted work or intellectual property unless you have permission
- never post personally identifiable information or confidential information
- do not use this site to communicate or post any content which is abusive, offensive, harassing, illegal, defamatory, libelous, or hostile towards any individual or entity
- do not solicit business or membership or financial support for another business or your own private business or promote or advertise a commercial product
- do not post comments under multiple names or using another person's name
- do not allow another entity or individual to use your identification for posting or viewing comments

We appreciate your inquiry.

Very truly yours.

Robin Tatsuda, MSW
Director of Information & Family Support
The Arc of King County

Cheryl Felak
Tue 11/13/2018 1:19 PM

- Stacy Gillett;
- Rachel Nemhauser;
- Robin Tatsuda

Hello,

I am just writing a follow up regarding some serious issues of libel that have been written and published online by an Arc employee. I and others have had to file police reports due to harassment and fear of harm from this person.

While I understand that this person is not writing these libelous comments as an employee of The Arc of King County, The Arc of King County is referenced several times regarding false actions that this person claimed occurred.

This person is attacking other self-advocates in the area who have expressed fear from the behaviours and actions. The fact that this person is an employee of The Arc and harasses family members and self-advocates who are now fearful of their safety and are unable to attend Arc events due to this person's presence, it is becoming more of a problem.

At this point, I am not clear on what legal actions need to be taken to stop this libel and abuse other than document all that is occurring. This email serves as documentation that I have informed The Arc of King County of a police report that was recently filed.

If you have any questions, feel free to contact me.

Cheryl

Cheryl Felak, RN, BSN

Cheryl Felak

Wed 4/10/2019 1:08 AM

- Rachel Nemhauser

📧

Hello Rachel,

I have requested several times to be re-admitted to this parent support group but I do not get any responses. Please contact me and tell me what the problem is not that is causing me to be excluded from a parent support group that deals with the very issues that I, as a parent of a significantly disabled young adult, deal with. I was able to view some posts recently on another person's account and am very upset that I have missed some important information and meetings.

Please contact me at my email or call at 2060-853-4141 and tell me is this is just a selective group of people that are allowed or is anyone with an interest allowed to share?

Thank you

Cheryl

Cheryl Felak, RN, BSN

Robin Tatsuda <RTatsuda@arcofkingcounty.org>
Wed 4/10/2019 2:54 PM

- Cheryl Felak;
- Rachel Nemhauser

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Hi Cheryl,

The last record I have of our communication regarding your participation within the “Into Adulthood” yahoo email group was on August 16, 2018 in which the below information was provided:

We have stated our goals to offer support to families, connect them with each other, and in the most positive way, to help them with their parenting experience. We monitor our groups for appropriate contact according to our rules for belonging to the group. We want to ensure that everyone feels safe to share and express their feelings, frustrations, questions, concerns and problems, but in a manner that is respectful, nonthreatening, unaccusatory, or hostile. The intent of our social media community is to foster healthy discussion and support one another.

I will restate for you that we always reserve the right to remove posts and comments that don't fit with our community. When you post on any of our social media we ask that you respectfully follow the guidelines:

- use common courtesy and be respectful of others
- submit your own original content, and avoid content that you know to be fraudulent
- do not post someone else's copyrighted work or intellectual property unless you have permission
- never post personally identifiable information or confidential information
- do not use this site to communicate or post any content which is abusive, offensive, harassing, illegal, defamatory, libelous, or hostile towards any individual or entity
- do not solicit business or membership or financial support for another business or your own private business or promote or advertise a commercial product
- do not post comments under multiple names or using another person's name
- do not allow another entity or individual to use your identification for posting or viewing comments

Additionally, on July 26, 2018 I wrote:

We reserve the right to refuse, remove or block anyone from this group. We have the right to decide what is tangible, spam, or otherwise not acceptable in this group.

Please be aware that making accusations or expressing discontent about specific individuals will never be tolerated. Additionally, contentious posts and conversations or controversial topics will be closely monitored on a case by case basis. It is critical that the groups remain a safe space for the breadth of participants. We recognize that parents come from a range of experiences and may need space to share ideas and seek support on potentially controversial issues, however The Arc's groups are not the appropriate platform and we ask that people find avenues outside of our groups for that kind of interaction.

Again, we are happy to have you rejoin "Into Adulthood" upon confirmation that you understand and can abide by these rules. When you confirm this, I will work with my team to provide an estimated date for your reinstatement.

I have yet to receive confirmation from you that you understand and can abide by these rules. As stated before, when you confirm this, I will work with my team to provide an estimated date for your reinstatement.

Please let me know if you have questions.

~Robin

Cheryl Felak

Wed 4/10/2019 4:06 PM

- Robin Tatsuda;
- Rachel Nemhauser;
- CHERYLFELAK@msn.com

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Thank you for the response. I agree to the same terms as everyone else but I do have some specific questions which I will send this evening.

Thank you

Sent from my iPhone