

**From:** Lee, Barbara@DTSC  
**Sent:** Friday, January 22, 2016 10:22 PM  
**To:** Lee, Barbara@DTSC  
**Subject:**

Dear Colleagues,

Today the Department released the next batch of emails in response to the Public Records Act request we received in December. This release includes approximately 10,000 emails. One of the emails contains distasteful language; it was not aimed at a particular person or group. Nonetheless, the language used in that email is crude and has no place in a professional communication. Below, you will find links to the messages released if you wish to review them. The distasteful message is attached separately.

From my conversations with you over the last year, and especially in the last two months, I know that the large majority of you do not engage in this kind of behavior, nor do you condone it. I appreciate the thoughtfulness and candor many of you have brought to our conversations - both in groups and individually - as we have begun the task of restoring our Department and strengthening our understanding and respect for our colleagues and the public we serve. These conversations will continue, and there will be more opportunities for us to engage together building our future.

As I have said before, I urge all of you to bring your best selves to the important work we do. We are charged with a mission that is vital to the future of California and the health of its people. Our success depends on each one of us standing strong and working together to deliver excellence.

Thank you for your continuing efforts on behalf of this organization.

Barbara

[http://www.dtsc.ca.gov/pressroom/lgdocs/upload/FINAL-To\\_From\\_Bosan\\_Package\\_3\\_Mar\\_2013.pdf](http://www.dtsc.ca.gov/pressroom/lgdocs/upload/FINAL-To_From_Bosan_Package_3_Mar_2013.pdf)

[http://www.dtsc.ca.gov/pressroom/lgdocs/upload/FINAL-To\\_From\\_Bosan\\_Package\\_4\\_April\\_2013.pdf](http://www.dtsc.ca.gov/pressroom/lgdocs/upload/FINAL-To_From_Bosan_Package_4_April_2013.pdf)

[http://www.dtsc.ca.gov/pressroom/lgdocs/upload/FINAL-To\\_From\\_Bosan\\_Package\\_5\\_July\\_2013.pdf](http://www.dtsc.ca.gov/pressroom/lgdocs/upload/FINAL-To_From_Bosan_Package_5_July_2013.pdf)

[http://www.dtsc.ca.gov/pressroom/lgdocs/upload/FINAL-To\\_From\\_Bosan\\_Package\\_6\\_June\\_2013.pdf](http://www.dtsc.ca.gov/pressroom/lgdocs/upload/FINAL-To_From_Bosan_Package_6_June_2013.pdf)

[http://www.dtsc.ca.gov/pressroom/lgdocs/upload/FINAL-To\\_From\\_Bosan\\_Package\\_7\\_July\\_2013.pdf](http://www.dtsc.ca.gov/pressroom/lgdocs/upload/FINAL-To_From_Bosan_Package_7_July_2013.pdf)