



SHELDON SILVER
Speaker

THE ASSEMBLY
STATE OF NEW YORK
ALBANY

Room 832
Legislative Office Building
Albany, New York 12248
(518) 455-3781

December 19, 2014

Hon. Micah Kellner
c/o Arnold N. Kriss, Esq.
12 William Street, 22nd floor
New York, N.Y. 10038-3804

Dear Mr. Kellner:

I am in receipt of the attached findings and recommendations from the Assembly Standing Committee on Ethics and Guidance in relation to the hearing held to review allegations that you engaged in sexual harassment in 2012 and 2013. As you are aware, the Committee is a bipartisan body made up of eight Members of the Assembly. The Committee's findings and recommendations were made unanimously.

The Committee indicated that although you defaulted in response to the Notice of Hearing issued by the Ethics Committee, the Committee nevertheless met to consider the evidence developed by the Committee's independent investigator, carefully reviewed and considered this matter, and made the following findings:

1. Throughout 2012 and 2013, you created a sexually hostile work environment through a pattern of repeated and inappropriate conduct that included but was not limited to making unwelcome and offensive comments of a sexual nature;
2. Your conduct violated the Assembly's Sexual Harassment Policy, which is predicated upon applicable laws; and
3. Your conduct is unbecoming of a Member of the Assembly and reflects poorly on the entire body.

The Committee recommended that as your offices have already been closed, I issue to you and publicly release a letter of further admonition and severe reprimand as a sanction for the creation of a hostile work environment.

I accept the recommendation of the Committee in full. Therefore, I hereby and again admonish and reprimand you for your conduct. You have been found to have engaged in sexual harassment in 2012 and 2013 in violation of the Assembly's Harassment Policy, in addition to and distinct from the previous findings of the Committee, upheld on appeal by Judge Levine, that you engaged in sexual harassment in 2009 and 2011.

To reiterate, such conduct is unbecoming a Member of the Assembly, it reflects poorly on the entire body, and it will not be tolerated in the New York State Assembly.

Sincerely,

A handwritten signature in cursive script, appearing to read "Sheldon Silver". The signature is fluid and extends to the right with a long horizontal stroke.

Sheldon Silver
Speaker