

if it were to be deleted request

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Ref: Employee (Amanda Timpson) Interaction Statement

My employment with the Fulton County District Attorney's Office began on June 23, 2021. I was hired with the amazing privilege of creating the first in-house Adult Pre-Indictment Diversion Program for the Fulton County's District Attorney's Office. Walking through the door, I understood this amazing opportunity would require focus, attention to detail, dedication and a vested interest from all parties involved in the creation of the program to give the citizens of Fulton County the best Diversion Program.

I was initially assigned to the Program Unit and met Ms. Amanda Timpson at such time. Ms. Timpson expressed that she was the Juvenile Diversion Director & I was eager to work with her, as I believed that she would have knowledge of established structures/working models that would assist me in the development of the Adult Pre-Indictment Diversion Program. I quickly learned that Ms. Timpson was tasked with her duty of creating the Juvenile Diversion around February 2021; however, no fruit of her labor had been established or could be observed.

Ms. Amanda Timpson expressed that she had been unable to create anything surrounding her duties as the Juvenile Diversion Program because her supervisor was stifling her. She started to "warn" me of this supervisors believed behavioral patterns. These "warning" sessions quickly turned into gossip/venting sessions and was very uncomfortable at times to hear. I attempted to foster a healthy working relationship with Ms. Timpson and offer advice on ways to complete the tasks assigned to her. I asked Ms. Timpson to share the projects and program plans that she had been working on and to my surprise, she only had drafts and thought pieces. Upon furthered inquiries into her vision of the Juvenile Diversion Program, I surmised that she did not have the proper knowledge to create such program; however, it was her belief and continual expression that her supervisor was the cause of her lack/failure to produce in her current role.

Around September 2021, the Programs division was restructured and Ms. Timpson was reassigned to work as a Liaison to the Adult Pre-Indictment Diversion Unit. Working alongside Ms. Timpson as her supervisor, this duty became an extremely overwhelming task. Ms. Timpson developed an extremely unhealthy paranoid type of behavioral pattern that created a toxic workplace environment. Ms. Timpson was fixated on communicating her believed injustices and treatment from her previous supervisor. Daily she expressed how she planned to sue the DA's office and frequently spoke about the good ole days with P.H. (Paul Howard). Ms. Timpson made it clear that she did not like the current Administration and frequently expressed that she was "putting people on notice" and documenting everything in her efforts to sue. After every verbal directive, Ms. Timpson would send me a "for clarity" email to have record of issued task/request. The "for clarity" statements and emails became so distracting to my day to day task, that I stopped asking task of Ms. Timpson, as I needed to focused on launching and maintaining the development of the Adult Pre-Indictment Diversion Program that officially launched on October 1, 2021.

Ms. Timpson made comments during staff meetings with myself and Deputy DA Toole that she wanted to violently attack her previous supervisor and that "I'm from Compton, I don't know how to response to emails, I be ready to fight, I want to punch him in the f***ing head". Ms. Timpson also expressed in that same meeting that her previous supervisor "made her feel like she felt as a child when the adults didn't believe her when certain things were being done to her". (For the sake of her privacy and disclosure of personal events in her life, I am choosing to not state the exact events that she disclosed).

At the time of the above statements during our staff meeting, the previous supervisor was no longer employed with the Fulton County District Attorney's Office; however, Ms. Timpson's fixation on that staff member still lingered.

During my months of supervising Ms. Timpson (September 2021 – December 2021) she probably completed in totally 40 hours' worth of work for the Diversion Unit. Ms. Timpson frequently disappeared without advising her whereabouts. Every time a task was requested of her, she failed to meet the deadlines. Ms. Timpson frequently advised that she did not know how to complete simple task asked of her (ex: the creation of a course schedule and syllabus for the Behavioral Health course, although she was a previous teacher and holds a Master's degree). Every task that was asked of Ms. Timpson was met with a passive aggressive tone. Ms. Timpson also started to accuse me of plotting to have her fired. Ms. Timpson was often absent for planned events for the Diversion program and would advise that she was taking COMP days and not coming to work without prior approval.

I began to notice a tone shift from Ms. Timpson and the same behaviors that she previously accused her prior supervisor of, she began to accuse me of doing. I started to fear for my own safety when dealing with Ms. Timpson because she had previously expressed to me that she wanted to be violate with her other supervisor. I do not take those type of statements lightly. The hostile environment that Ms. Timpson created within the Adult Pre-Indictment Diversion Unit started to effect the overall progression of the program and staff in general. As a unit, she created a very dark cloud and negative temperament consistently.

As the director of the Adult Pre-Indictment Diversion Program, I had to ensure the proper development of this program while not being able to delegate any task of extreme importance to Ms. Timpson for fear of her potential to sabotage the progression of the program.

I knew the resistance and internal unit issues that I was facing with Ms. Timpson daily and attempted to find ways to make her feel complete in the Diversion Unit while coaching her in becoming a better worker; however, Ms. Timpson was not interested unless she was given her old title of Juvenile Diversion Director and 100% telework back. Ms. Timpson did do any work while in office; thus it would be hard to believe that she would be very productive at home.

Ms. Timpson was a very hostile employee that created a toxic work environment for the Fulton County District Attorney's Office. Her anger and displeasure overrode her ability to focus on the task of serving the tax-player and citizens of Fulton County. After observing her behavioral patterns and statements made to staff about me, I inquired "if Ms. Timpson attempts to attack me at work, would I be fired for protecting myself". I felt forced to ask this question because I could no longer determine what type of behavioral patterns I would get daily while working with Ms. Timpson.

Epiffany Henry, MA