

## 1. Summary:

I joined the CIA as an intern in May 2010 after interning with the NSA. I became a full-time employee in January 2012. As a software engineer, I have always enjoyed my work with the CIA. However, in the last year we hired an employee, Amol [REDACTED] who has consistently contributed to a hostile work environment for myself and others.

I sent an email to my supervisor, Sean [REDACTED] on 10/30/2015 summarizing Amol's outrageous behavior. Amol had previously been reported in the summer to EEO by another employee for these same actions. Amol's most disturbing comments consist of "I wish you were dead", "I want to piss on your grave", "I want to dance on your grave", "I wish you'd die in a fiery car crash and burn, oh I'd be so happy", "I only say I wish you'd die because I really wish it were true."...

After reporting this incident to my supervisor, the hostility initially subsided, but then grew worse in 2016. This harassment culminated in the events of 3/1, when Amol threatened me in such a way that I was afraid for my life and thought he may kill me. I immediately reported the matter to security. As you will see in my documents, security was initially helpful and forwarded the matter to our federal investigators.

However, as you will also see in the emails, they eventually begin to shift the blame, downplay the events, and directly punish me. The day following the incident, Dana [REDACTED] chief of security for our building, pulled Amol and myself into a meeting to discuss the allegations. He immediately says that he does not have time to play "high school counselor" and implies that this is nothing more than a personal dispute between two people. Interestingly, in an email he claims that it was my manager, Sean [REDACTED] who indicated that this was just a minor dispute—despite the fact that Sean was absent on 3/1, and could not have known about the incident. Yet, he claimed the events to be minor.

Following the meeting with security on 3/2, nothing is immediately done to help me. Amol is not moved, punished, asked to go home until the investigation completes. No, we both return to our desks which are adjacent to each other. I am now very uncomfortable and I feel as if no one will help me or takes this seriously. I immediately notice backlash in my group chief's attitude towards me (Karen [REDACTED] She is very clearly displeased that I have involved her group in this security incident, and blames me. Nothing is stated to me—she does not ask how I am doing, or how she could help the situation. Instead, I hear from Sean that she is displeased with me, and I notice her behavior towards me is cold and irate.

The investigators finally arrive on 3/4, and I tell them everything. They initially seem very helpful too, indicating that they plan to interview a few more people and then finalize the investigation the next week. However, nothing happens. My management and HR do nothing to help me in this situation—I expected they would at least care that someone in their charge was threatening to kill people... perhaps move Amol or do something to lessen my stress and fear of being forced to work with someone who had just threatened my life.

The following week, I am told that the Director of CCI, my group chief's manager, wants to speak with Amol and myself. As soon as we meet, D/CCI Bonnie, states to both of us: Don't worry, no one will be fired over this. I am now really confused—should I have been worried about being fired for reporting a security incidence? She continues, stating that she wants us both moved to different branches (finally, something is done), but that she faults both of us. We are both responsible, and there will be just punishment for both of us once the investigation finishes.

Later, I hear that my group chief convinced Bonnie not to move us to different branches, but to different desks within our same branch. They decide to move Amol to a prestigious "window desk" that he had previously stated he was considering moving to anyway. I was to move to the intern desk. After inquiring about this, I was told that HR does not want to look as if they are taking "sides" in this incident, and thought it fair to move both of us. This way, they thought, no one would look as if they were being punished. However, obviously after I started to move to the intern desk, I was hit with questions about being demoted or what I did wrong.

After feeling punished, I decided to move ahead with the official EEO complaints that the federal officers suggested I do. I contact EEO and file my complaints, but I'm told since this isn't a "protected category", the only thing that will happen is a manager in my management chain will listen to the complaints and decide what, if anything, will happen from there. I was again unhappy with this as it seemed my management just wanted this to get swept under the rug anyway.

Three weeks following the incident, and still, nothing had been done (We were both told to halt our desk moves). Amol had been sent to [REDACTED] to do some training, so at least I felt a little better in the office and could get some work done. However, since my management did not seem keen on helping me with an individual that I still believed dangerous to himself and others, I realized that it was up to me to help myself. So, I went to the Loudoun County courts and filed for a protective order against Amol. A preliminary protective order was approved that day with the protective order filing set for April 6<sup>th</sup>.

During this same week, I was told by Sean that I was to begin moving my stuff back to the intern desk. However, the next day I was told to stop again. I then realized that perhaps my management was attempting to make me look as if I was not following their instructions so I told my manager that I would like any desk moves in writing. Sure enough, security forwards me a note where my group chief states "...This was precipitated by Mr. Schulte's refusal to move until he received written direction." The negative verbiage concerned me, and I feel as if my career has been damaged by my security report.

SECURITY PROTECTIVE SERVICE - Washington, D.C. 20013(703) 482-6161  
COMPLAINANT/WITNESS STATEMENT

REPORT NUMBER

SECTION 1: GENERAL INFORMATION

Name (Last, First, Middle)

Schulte, Joshua, Adam

SSN

HOME ADDRESS

RADGE NUMBER | HOME TELEPHONE

WORK TELEPHONE

Staring, VA, 22666

Dating back to August of 2015, Amol has made very derogatory & abusive comments to myself and my colleagues. These back & hisping comments include "I wish you were dead", "I want to piss on your grave", "I want to have on your grave", "I wish you'd die in a fiery car crash and burn, oh I'd be so happy", "I only say I wish you'd die because I really wish it were true" ... Among others.

Specifically, on Monday, February 22, 2016, during the mid-morning, I walked into work to Amol harassing me with comments such as "bald asshole", insulting my work, & stating that I wish never get promoted past a 12 due to my poor work quality & work-ethic. I responded, stating, that "at least I can program". This infuriated Amol, because usually people don't respond to his bullying or attempt to fight back.

For the remainder of Monday & into Tuesday, Amol was very visibly distraught & upset. His behavior was out-of-the-ordinary, & he was unusually quiet. On Tuesday, March 1, 2016, during the mid-morning, I noticed Amol about to leave his workstation.

I turned facing away from him & inquired about a project we were working on. The next thing I knew, Amol was directly behind me unusually close, towering over me. I was caught off-guard & afraid. He then through gritted teeth, angrily said "I wish you were dead" - and that's NOT a threat it's a "recurring promise." I was afraid that he might strike or assault me in some way. I was frightened & very concerned especially based on his behavior. I thought he may harm myself or others so I contacted security at the end of the day to report these events.

I CERTIFY THAT THE INFORMATION CONTAINED IN THE ABOVE STATEMENT IS TRUE AND CORRECT.

3/17/2016  
Date:

*Joshua Schulte*  
Signature of Complainant/Witness

SECTION 3: AUTHENTICATION

WITNESSING OFFICER:

REPORTING OFFICER:

Date:

Signature

Date:

Signature

**WHAT I AM SEEKING:**

All I want is for things to return to normal and for Amol to \*at least\* be moved elsewhere and evaluated by security and medical as a possible threat to the workforce. Since we work in such a high CI environment, it is imperative that security take these complaints seriously.

Since my management, HR, EEO have all failed to address my concerns, and since I now feel directly targeted by my management for retribution, I believe I have nowhere else to turn but legal assistance. All I want is an attorney who can represent me and my concerns to the CIA. I believe once CIA's legal team sees my emails and inactive and retributive management that they will see my complaints justified. The threat of a lawsuit to the CIA, C/CCI/EDG Karen [REDACTED], C/CCI/SEC Dana [REDACTED], and C/CCI Bonnie as well as a Washington Post article titled "CIA punishes employee for reporting death threats" then they will see reason and settle. I want just financial compensation, removal and evaluation of Amol, and apologies from Karen, Dana, and Bonnie as well as a guarantee that my career will not be negatively impacted.

2. Resume  
Attached.
3. Performance Evaluations  
Classified
4. Complaints and Responses  
Attached.
5. Written Discipline  
Attached.
6. Disproving the Company  
Attached.

Dating back to August of 2015, Amol [REDACTED] has made very derogatory and abusive comments to myself and my colleagues. These dark and disparaging comments include: "I wish you were dead", "I want to piss on your grave", "I want to dance on your grave", "I wish you'd die in a fiery car crash and burn, oh I'd be so happy.", "I only say I wish you'd die because I really wish it were true."... Among others.

Specifically, on Monday, February 29, 2016, during the mid-morning, I walked into work to Amol berating me with comments such as "bald asshole", insulting my work, and stating that I will never get promoted past a 12 due to my poor work quality and work ethic. I responded, stating that "at least I can program". This infuriated Amol [REDACTED], because usually people do not respond to his bullying or attempt to fight back.

For the remainder of Monday and into Tuesday, Amol was very visibly distraught and upset. His behavior was out-of-the-ordinary, and he was unusually quiet. On Tuesday, March 1, 2016, during the mid-morning, I noticed Amol [REDACTED] about to leave his workstation. I turned, facing away from him, and inquired about a project we were working on. The next thing I knew, Amol [REDACTED] was directly behind me, unusually close, towering over me. I was caught off guard, and afraid.. He then, through gritted teeth, angrily said "I wish you were dead—and that's NOT a threat it's a fucking promise." I was afraid that he might stab me or assault me in some way... I was frightened and very concerned especially based on his behavior. I thought he may harm myself or others so I contacted security at the end of the day to report these events.

General District Court  Circuit Court  
 Juvenile and Domestic Relations District Court

**SUMMONS FOR HEARING**

TO ANY AUTHORIZED OFFICER: Summon the Respondent as provided below:  
TO THE RESPONDENT: You are commanded to appear before this Court on 3/23 11:10

DATE AND TIME

at ..... for a hearing on this Petition.

NAME AND ADDRESS OF COURT

DATE ISSUED

CLERK  DEPUTY CLERK

Joshua Schulte

PETITIONER

Arnold

TO THE PETITIONER: Please provide your information on form DC-621, NON-DISCLOSURE ADDENDUM.

RESPONDENT'S DESCRIPTION (IF KNOWN)

RACE	SEX	BORN			HT.		WGT.	EYES	HAIR
		MO.	DAY	YR.	FT.	IN.			
	M				6	0			
SSN									
DRIVER'S LICENSE NO.							STATE		EXP.
							VA		

Telephone no. (H) 703-944-2738 (W)

The undersigned Petitioner respectfully represents to the court that:

1. A  warrant  petition has been issued charging the Respondent with a criminal offense resulting from the commission of an act of violence, force, or threat; OR
2. The Respondent is committing or, within a reasonable time, has committed an act of violence, force, or threat, specifically:

Death threats & ongoing federal investigation (see witness statement & supporting docs)

See accompanying affidavit.

3.  Petitioner and Respondent cohabited, as intimate partners, more than 12 months ago but not within the previous 12 months.

PETITIONER, THEREFORE, RESPECTFULLY REQUESTS that a protective order be issued,

with  without a preliminary protective order being issued prior to the full hearing,

and that any order impose on the Respondent the following conditions

and such other conditions as the judge deems appropriate as allowed by law:

- Prohibiting acts of violence, force, or threat or criminal offenses that may result in injury to person or property.
- Prohibiting such other contact with the Petitioner as the judge deems necessary for the health and safety of the Petitioner.
- Prohibiting such other contact with the Petitioner's family or household members named below, as the judge deems necessary for their health and safety. (Please provide on form DC-621, NON-DISCLOSURE ADDENDUM, the date of birth, gender, and race for each family or household member listed.)

Joshua Schulte

NAMES OF FAMILY OR HOUSEHOLD MEMBERS

Granting the Petitioner possession of the companion animal described as .....

NAME/TYPE

Such other conditions as the judge may deem necessary to prevent acts of violence, force or threat, criminal offenses resulting in injury to person or property, or communication or other contact of any kind by the Respondent, namely:

3/23/2016  
DATE

ATTORNEY'S ADDRESS AND TELEPHONE NUMBER

[Signature]  
PETITIONER  
by \_\_\_\_\_  
PETITIONER'S ATTORNEY

(When attested, this Petition shall also be an affidavit of the facts as stated in the Petition.) Sworn to and affirmed before me this

23 day of March, 20 16

INTAKE OFFICER (JUVENILE ONLY)  CLERK

NOTARY PUBLIC My commission expires: .....

Notary Registration No. ....

DATE AND TIME FILED

TO THE PETITIONER: You are summoned to appear in this court on

CLERK  DEPUTY CLERK

DATE

CLERK  DEPUTY CLERK

**Using This Form**

1. Copies – as many as will be needed for a file copy to be placed in sealed envelope and to attach for use in service.
2. Prepared by petitioner or other party filing a pleading in all protective order cases and in custody and support cases where the petitioner requests non-disclosure.
3. Attachments – none.
4. Preparation details
  - a. This form should be used in all protective order cases to collect the name(s), address(es), date(s) of birth, race(s), gender and telephone number(s) of the person(s) to be protected. In cases involving custody, this form should be completed only if the person completing district court form DC-620, AFFIDAVIT, has checked the box on that form requesting that certain information not be disclosed. Only that information that is not included on the DC-620, AFFIDAVIT, should be included on this form. In support cases, this form should be used when a person asserts that there is a protective order in force or where there is an allegation that the petitioner is at risk of physical or emotional harm from the other party.
  - b. A copy of this form can be used by the sheriff's department to provide service. It should be stressed that no information contained on the form should be disclosed to the public or the parties.

THIS IS CONFIDENTIAL INFORMATION

NON-DISCLOSURE ADDENDUM

Commonwealth of Virginia

Case No. 1

[ ] PROTECTIVE ORDER

IN PROTECTIVE ORDER CASES, THIS INFORMATION SHALL NOT BE RELEASED EXCEPT BY COURT ORDER OR WHEN NECESSARY FOR USE BY LAW ENFORCEMENT.

[ ] UCCJEA AFFIDAVIT

IN CASES IN WHICH A UCCJEA AFFIDAVIT IS REQUIRED AND A PERSON REQUESTS THAT INFORMATION BE KEPT CONFIDENTIAL, THIS INFORMATION SHALL NOT BE RELEASED EXCEPT BY ORDER OF THE COURT.

[ ] PETITION FOR SUPPORT [ ] MOTION TO AMEND [ ] MOTION FOR SHOW CAUSE

IN SUPPORT CASES WHERE A PERSON REQUESTS THAT INFORMATION BE KEPT CONFIDENTIAL, THE INFORMATION SHOULD NOT BE RELEASED EXCEPT BY ORDER OF THE COURT.

SHERIFF/PROCESS SERVER: THE INFORMATION CONTAINED IN THIS DOCUMENT IS CONFIDENTIAL AND MAY NOT BE DISCLOSED TO THE PARTIES OR TO THE PUBLIC.

In re: 3 CHILD

4 v.

5

NAME AND ADDRESS OF PERSON WHOSE INFORMATION IS TO BE PROTECTED

6

HOME TELEPHONE NUMBER

7

WORK TELEPHONE NUMBER

PROTECTIVE ORDER CASES ONLY Information for each protected person or each person requested to be protected.

Table with 4 columns: NAME (LAST, FIRST, MIDDLE), D.O.B., RACE, SEX. Row 1 contains '8' in the name column.

SUPPORT CASES ONLY Va. Code § 20-60.3 Include this information for the person whose information is to be protected.

DCSE ID No. 9 Driver's License No. and State: 11

Social Security No. 10 Date of Birth: 12

UCCJEA AFFIDAVIT USE ONLY Va. Code § 20-146.20E

In addition to above, complete only the information that has been omitted from the DC-620, AFFIDAVIT form:

1. The child presently resides at: 13 ADDRESS

The child commenced residing there on 14 DATE and has resided there continuously to this date.

2. The other places where and persons with whom this child has lived during the last five (5) years include: 15

3. I know of a person who is not already named as a party in this proceeding who has physical custody of this child or who claims to have custody or visitation rights with respect to the child. The name and address of that person is: 16

4. Anything else from the affidavit not contained above: 17

**Data Elements**

1. Court case number.
2. Check appropriate box to indicate the type of case.
3. Child's name, if applicable.
4. Style of case, if applicable.
5. Name and address of person whose information is to be protected.
6. Home telephone number of person named in Data Element No. 5.
7. Work telephone number of person named in Data Element No. 5.
8. If the case involves an order of protection, insert information for each protected person or each person requesting to be protected.
9. If the case is a matter of support, insert DCSE identification number.
10. Insert social security number of the person whose information is to be protected.
11. Insert driver's license number and the state of the person whose information is to be protected.
12. Insert date of birth of the person whose information is to be protected.
13. Present address of child whose custody is at issue if omitted from Affidavit.
14. Date child moved to this address if omitted from Affidavit.
15. Insert addresses of places where child lived in last five years if omitted from Affidavit.
16. Insert name and address of person claiming custody and other information as appropriate.
17. Insert any information from the Affidavit that should not be disclosed that is not already included on this form.

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**Data Elements**

1. Case number.
2. Return date and time.
3. Court name. Check the box for the type of court.
4. Case Name.
5. Name of plaintiff in civil case/person completing the affidavit.
6. Check the box if affiant was able to determine if the defendant is in military service.
7. Check applicable box.
8. Provide information that supports the information provided in the Data Element no. 7.
9. Check if the affiant was not able to determine if the defendant was in military service.
10. Date of signature
11. Signature of affiant.
12. Date of taking oath.
13. Signature of person acknowledging affidavit. Check the appropriate title box.
14. If acknowledged by a notary public, all enclosed fields must be completed including notary's registration number and date of commission expiration.
15. Check if attorney appointed to represent servicemember. Name and address of court appointed lawyer, if applicable.
16. Insert date and time of next hearing.
17. Insert date of judge's signature.
18. Signature of judge making appointment.
19. Check this box if order for stay of proceedings is entered. Include next hearing date.
20. Insert date of order for stay of proceedings.
21. Insert judge's signature.

**Using This Form**

1. Copies
  - a. If affidavit only, original – to court.
  - b. If used to appoint counsel, a copy should be provided to the attorney and the servicemember, if possible.
2. Affidavit prepared by plaintiff. Appointment of counsel and/or stay of proceedings section(s) prepared by clerk or judge and signed by judge.
3. Possible Attachments – Any document initiating a civil proceeding.
4. Preparation details
  - a. This form is for use in complying with the requirements of the Servicemembers Civil Relief Act. It must be completed by the plaintiff in every civil proceeding before a court in the Commonwealth of Virginia.
  - b. This form may used by the court to appoint counsel for the service member.
  - c. While this form may also be used to stay the proceedings if a stay is required under federal law, 50 U.S.C. app. §§ 521 or 522, please use form DC-417, ORDER FOR STAY – SERVICEMEMBERS CIVIL RELIEF ACT, for more detailed judicial findings.

## What You Need to Know About Protective Orders

**What are Protective Orders?** They are legal documents issued by a judge or magistrate to protect the health and safety of a person who is alleged to be a victim of *any act involving violence, force or threat that results in bodily injury or places that person in fear of death, sexual assault or bodily injury.*

**In Virginia, there are 3 kinds of Protective Orders that can protect you and others in your family or home:**

- Emergency Protective Order (expires at the end of the third day following issuance or the next day court is in session, whichever is later)
- Preliminary Protective Order (lasts 15 days or until a full hearing)
- Protective Order (may last up to 2 years)

**How will I know when the Emergency Protective Order ends?** You should look on the order for the date and time it expires. If you need protection for a longer period of time, you *must* ask the court for a Preliminary Protective Order.

**Where do I go to request a Preliminary Protective Order?** If the person from whom you want protection is a family or household member or a juvenile, or if you are a juvenile, you should go to the juvenile and domestic relations district court. Otherwise, you should go to the general district court.

**How do I get a Preliminary Protective Order?** You must fill out court forms. If this matter will be in the juvenile and domestic relations district court, you file the forms with the Court Services Unit. If it will be in the general district court, you file the forms in the general district court clerk's office. You then may go into a courtroom where a judge may ask you questions to decide whether to give you a Preliminary Protective Order.

**How much does it cost to file for a Protective Order?** There is no cost.

**What should I bring with me?** You should bring the name, address and identifying information of the person from whom you are seeking protection and a *full* description of the event that led you to seek a protective order. The address should be the place where the person can be found and not a P.O. box. You should also bring your copy of the Emergency Protective Order and information about the warrant or petition alleging an act of violence, force or threat, if either was issued.

**How long should I expect to spend at court?** You should allow at least two hours to complete your paperwork and file it with the court.

**How long does a Preliminary Protective Order last?** If the judge gives you a Preliminary Protective Order, it will last 15 days or until the full hearing. The full hearing is when both you and the other person get to present evidence before the court. The judge will tell you when the full hearing is, and it will be written on the Preliminary Protective Order.

**What if I do not go to the full hearing?** If you do not go to the full hearing, the Preliminary Protective Order ends on the date of the hearing.

**What if I believe the other person is not coming to the hearing?** You should go to court on that day anyway and ask the court for a Protective Order.

**When does the Protective Order take effect?** A Protective Order is not effective until the person is "personally served." To be served, a law enforcement officer or court official must give the Protective Order to the person from whom you want protection. You should give law enforcement information about how to find the person. (Address, phone number, place of work, photograph, etc.)

**How will I know if the person against whom the order was issued has been served?** You can call law enforcement and ask if the person has been served.

**What if the person against whom the order was issued does not obey the order?** You should tell law enforcement. The person can be arrested and criminal charges filed.

**What if the person comes to my house or work place?** You should call law enforcement and tell them you have a Protective Order against the person.

**What if I need to change part of the Protective Order?** You *must* fill out and file forms with the court.

**What is a "no contact" provision in a Protective Order?** No contact means the other person cannot contact you directly or indirectly except as authorized by the court.

**What if I must sometimes contact the other person?** You should tell the judge that at the hearing.

**If I go to another state, will my Protective Order be valid in that state?** Federal law requires all states to enforce protective orders issued by other states. You should contact the nearest court in that state for more information.

***This information is provided as general information only and is not legal advice.***

**To make a safety plan, call:**  
Virginia Family Violence and Sexual  
Assault Hotline  
1-800-838-8238 (v/tty)

**For additional information on how  
court works, call:**  
Virginia Department of Criminal  
Justice Services, Crime Victim  
Assistance INFO-LINE  
1-888-887-3418

**For legal help, call:**  
Legal Aid Hotline  
1-866-LEGLAID (1-866-534-5243)  
Virginia Poverty Law Center (Family  
& Sexual Violence) 1-800-868-8752  
Virginia State Bar Lawyer Referral  
Service 1-800-552-7977  
You may also hire an attorney to  
represent you.

**For assistance filling out protective  
order petition forms online:**  
You can go to [www.courts.state.va.us](http://www.courts.state.va.us),  
click Online Services, then Assistance  
with Protective Orders (I-CAN!).

## **PROTECTIVE ORDERS:**

### **Who is a “family or household member?”**

The person against whom you are seeking a protective order is your **“family or household member”** if the person falls into one or more of the following categories:

- (1) Any person to whom you are or were married.
- (2) Any person who is your parent, stepparent, child, stepchild, brother, sister, half-brother, half-sister, grandparent or grandchild.
- (3) Any person who is your mother-in-law, father-in-law, son-in-law, daughter-in-law, brother-in-law or sister-in-law and who lives in the same home with you.
- (4) Any person with whom you have a child.
- (5) Any person with whom you now cohabit or have cohabited in the last 12 months, or any child of either of you who lives in the same home with you.

This information is provided for informational purposes only and does not constitute legal advice. If you have any questions regarding this information, you should consult an attorney.

July 1, 2011

Office of the Executive Secretary  
Virginia’s Judicial System

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**Using This Revisable PDF Form**

1. Copies
  - a. Original – to court.
  - b. First copy – to respondent.
  - c. Second copy – to petitioner.
2. Prepared by petitioner; if attested, signed by clerk, notary public or in Juvenile and Domestic Relations District Court, by court intake officer.
3. The form must be attested or an affidavit attached only if the petitioner is requesting the issuance *ex parte* of a preliminary protective order.
4. Attachments –
  - a. An affidavit of supporting facts is required for the *ex parte* issuance of a preliminary protective order if the petition is not attested.
  - b. Form DC-384, PRELIMINARY PROTECTIVE ORDER, if issued *ex parte*.
5. Preparation details –
  - a. The petitioner must provide an affidavit of facts, either by a separate affidavit or by having the petition attested, if petitioner is seeking an *ex parte* order.
  - b. The clerk may use data elements 31 to 32 to summon petitioner at the time the petition is filed.
  - c. The address and telephone number of the petitioner should not be entered in the service box on the reverse of this form. This information is to be kept confidential. District court form DC-621, NON-DISCLOSURE ADDENDUM, should be used to collect this information.

**PETITION FOR PROTECTIVE ORDER**

Commonwealth of Virginia Va. Code §§ 19.2-152.9; 19.2-152.10

Case No. 1

Hearing Date and Time 2

General District Court  Circuit Court

4  Juvenile and Domestic Relations District Court

**SUMMONS FOR HEARING**

TO ANY AUTHORIZED OFFICER: Summon the Respondent as provided below:

TO THE RESPONDENT: You are commanded to appear before this Court on 2

at 3 DATE AND TIME  
NAME AND ADDRESS OF COURT for a hearing on this Petition.

5  
DATE ISSUED

6  
 CLERK  DEPUTY CLERK

7  
PETITIONER

v.

8  
RESPONDENT

9  
RESPONDENT'S ADDRESS/LOCATION

Telephone no. (H) 10 (W) 11

The undersigned Petitioner respectfully represents to the court that:

- 13** 1. A  warrant  petition has been issued charging the Respondent with a criminal offense resulting from the commission of an act of violence, force, or threat; OR
- 2. The Respondent is committing or, within a reasonable time, has committed an act of violence, force, or threat, specifically: 14

**15**  See accompanying affidavit.

**16** 3.  Petitioner and Respondent cohabited, as intimate partners, more than 12 months ago but not within the previous 12 months. PETITIONER, THEREFORE, RESPECTFULLY REQUESTS that a preliminary protective order be issued,

**17**  with  without a preliminary protective order being issued prior to the full hearing, and that any order impose on the Respondent the following conditions and such other conditions as the judge deems appropriate as allowed by law:

**18**  Prohibiting acts of violence, force, or threat or criminal offenses that may result in injury to person or property.

**19**  Prohibiting such other contact with the Petitioner as the judge deems necessary for the health and safety of the Petitioner.

**20**  Prohibiting such other contact with the Petitioner's family or household members named below, as the judge deems necessary for their health and safety. (Please provide on form DC-621, NON-DISCLOSURE ADDENDUM, the date of birth, gender, and race for each family or household member listed.)

NAMES OF FAMILY OR HOUSEHOLD MEMBERS

**21**  Granting the Petitioner possession of the companion animal described as NAME/TYPE

**22**  Such other conditions as the judge may deem necessary to prevent acts of violence, force or threat, criminal offenses resulting in injury to person or property, or communication or other contact of any kind by the Respondent, namely:

23  
DATE

25  
ATTORNEY'S ADDRESS AND TELEPHONE NUMBER

24  
PETITIONER

by 26  
PETITIONER'S ATTORNEY

(When attested, this Petition shall also be an affidavit of the facts as stated in the Petition.) Sworn to and affirmed before me this

**27** \_\_\_\_\_ day of \_\_\_\_\_, 20 \_\_\_\_\_

28  
 INTAKE OFFICER (JUVENILE ONLY)  CLERK  
 NOTARY PUBLIC My commission expires: \_\_\_\_\_  
29 Notary Registration No. \_\_\_\_\_

30  
DATE AND TIME FILED

TO THE PETITIONER: You are summoned to appear in this court on

32  
DATE

31  
 CLERK  DEPUTY CLERK

33  
 CLERK  DEPUTY CLERK

## Data Elements, page one

To be completed by clerk:

1. Court case number.
2. Hearing date and time.
3. Court jurisdiction and address.
4. Court jurisdiction. Check box of type of court.

To be completed by clerk:

5. Date summons issued.
6. Signature of clerk/deputy clerk. Check appropriate box.
7. Petitioner's name.
8. Respondent's name.
9. Respondent's address.
10. Respondent's home telephone number.
11. Respondent's work telephone number.
12. Information describing respondent.
13. Indicate whether a warrant or a petition has been issued charging the respondent with a criminal offense resulting from the commission of an act of violence, force or threat.
14. State facts justifying the request for a protective order.
15. Check if affidavit of facts supporting the petition is attached in a separate document.
16. Check this box to indicate if the petitioner and respondent cohabited, as intimate partners, more than 12 months ago but not within the previous 12 months.
17. Check appropriate box to indicate whether the issuance of a preliminary protective order is being requested prior to the full hearing.
18. Check box if requesting prohibition of further acts of violence, force or threat, or criminal offenses that may result in injury to person or property.
19. Check this box if requesting prohibition of further contact with petitioner as deemed necessary for the health and safety of petitioner.

20. Check if requesting prohibition of contact with petitioner's family or household members and insert names of persons to be subject to such condition. Form DC-621, NON-DISCLOSURE ADDENDUM, should be used to collect additional information.
21. Check this box if requesting possession of the companion animal. List name and type of companion animal, if applicable.
22. Check if requesting other conditions or limitations, and state the specific request.
23. Date petition filled out by petitioner.
24. Signature of petitioner.
25. Petitioner's attorney's address and telephone number, if filed by an attorney.
26. Signature of petitioner's attorney.

To be completed by person acknowledging signature:

27. Date of acknowledgment, if applicable.
28. Signature of clerk, notary public or, if filed in Juvenile and Domestic Relations District Court, intake officer, if applicable. Check appropriate box.
29. If acknowledgment taken by notary public, include date notary public's commission expires, city and state where acknowledgment taken, and notary registration number.

To be completed by clerk:

30. Date and time petition filed.
31. Signature of clerk/deputy clerk. Check appropriate box.
32. Court date and time.
33. Signature of clerk/deputy clerk. Check appropriate box.

**Note: Petitioner may be summoned by the clerk at the time of filing using Data Element Nos. 31 to 32 (see Using this Form, 4.b).**

**RETURNS:** Each person was served according to law, as indicated below, unless not found.

<b>RESPONDENT:</b>	
Name: <u>2</u>	
Address <u>3</u>	
Tel. No. _____	
<input type="checkbox"/> PERSONAL SERVICE	
Being unable to make personal service, a copy was delivered in the following manner:	
<input type="checkbox"/> Delivered to family member (not temporary sojourner or guest) age 16 or older at usual place of abode of party named above after giving information of its purport. List name, age of recipient, and relation of recipient to party named above. _____ _____	
<input type="checkbox"/> Posted on front door or such other door as appears to be the main entrance of usual place of abode, address listed above. (Other authorized recipient not found.)	
<input type="checkbox"/> Not Found <u>5</u>	
<u>8</u> SERVING OFFICER	
<u>6</u> DATE	for <u>9</u>
<u>7</u> TIME	

<b>PETITIONER:</b> (See form DC-621, NON-DISCLOSURE ADDENDUM) <u>10</u>	
Name: _____	
<input type="checkbox"/> PERSONAL SERVICE	
Being unable to make personal service, a copy was delivered in the following manner:	
<input type="checkbox"/> Delivered to family member (not temporary sojourner or guest) age 16 or older at usual place of abode of party named above after giving information of its purport. List name, age of recipient, and relation of recipient to party named above. _____ _____	
<input type="checkbox"/> Posted on front door or such other door as appears to be the main entrance of usual place of abode, address listed above. (Other authorized recipient not found.)	
<input type="checkbox"/> Not Found	
<u>8</u> SERVING OFFICER	
<u>6</u> DATE	for <u>9</u>
<u>7</u> TIME	

“Family or household member” means (i) the person’s spouse, whether or not he or she resides in the same home with the person, (ii) the person’s former spouse, whether or not he or she resides in the same home with the person, (iii) the person’s parents, stepparents, children, stepchildren, brothers, sisters, half-brothers, half-sisters, grandparents and grandchildren regardless of whether such persons reside in the same home with the person, (iv) the person’s mother-in-law, father-in-law, sons-in-law, daughters-in-law, brothers-in-law and sisters-in-law who reside in the same home with the person, or (v) any individual who has a child in common with the defendant, whether or not the person and that individual have been married or have resided together at any time, or (vi) any individual who cohabits or who, within the previous twelve (12) months, cohabitated with the person, and any children of either of them residing in the same home with the person.

“Act of violence, force, or threat” means any act involving violence, force, or threat that results in bodily injury or places one in reasonable apprehension of death, sexual assault, or bodily injury. Such act includes, but is not limited to, any forceful detention, stalking, criminal sexual assault in violation of Article 7 (§ 18.2-61 et. seq.) of Chapter 4 of Title 18.2, or any criminal offense that results in bodily injury or places one in reasonable apprehension of death, sexual assault, or bodily injury.

## Data Elements, page two

To be completed by clerk:

1. Court case number.
2. Name of person served.
3. Address and telephone number of person served.

To be completed by serving officer:

4. Serving officer to check the appropriate box to designate personal service or type of substitute service. If served by leaving a copy with a family member 16 or older, insert required information.
  5. Check this box if unable to serve process.
  6. Date of service
  7. Time of service.
  8. Signature of serving officer.
  9. Agency or jurisdiction. Sheriff's name if served by deputy sheriff.
10. Name of petitioner. Do not provide the petitioner's address or telephone number (*see Using This Form, 5.c*)

**AFFIDAVIT – DEFAULT JUDGMENT  
SERVICEMEMBERS CIVIL RELIEF ACT**

Commonwealth of Virginia VA. CODE § 8.01-15.2

Case No. 1

2  
RETURN DATE AND TIME

Circuit Court  General District Court  
 Juvenile and Domestic Relations District Court

3  
CITY OR COUNTY

4 v./In re:

I, 5, the undersigned affiant, states the following under oath:  
PRINT NAME

**6**  The defendant/respondent  is in military service.  is not in military service.

The following facts support the statement above:

7  
8

**9**  The affiant is unable to determine whether or not the defendant/respondent is in military service.  
Pursuant to 50 U.S.C. app. § 521, if the court is unable to determine whether the defendant/respondent is in military service based upon the affiant's statement, the court, before entering judgment, may require the plaintiff/petitioner to file a bond in an amount approved by the court.

10  
DATE

11  
AFFIANT'S SIGNATURE

The above-named affiant personally appeared this day before the undersigned, and upon duly being sworn, made oath that the facts stated in this affidavit are true to the best of his or her knowledge, information and belief.

12  
DATE

13  
 CLERK  DEPUTY CLERK  MAGISTRATE  JUDGE  INTAKE OFFICER

<b>FOR NOTARY PUBLIC'S USE ONLY: <u>14</u></b>	
State of _____ <input type="checkbox"/> City <input type="checkbox"/> County of _____	
Acknowledged, subscribed and sworn to before me this _____ day of _____, 20 _____.	
_____ NOTARY REGISTRATION NUMBER	_____ NOTARY PUBLIC (My commission expires: _____)

**NOTICE REGARDING APPOINTMENT OF COUNSEL TO REPRESENT ABSENT SERVICEMEMBER:**  
Where appointment of counsel is required pursuant to 50 U.S.C. app. § 521 or § 522, the court may assess attorneys' fees and costs against any party, as the court deems appropriate, and shall direct in its order which of the parties to the case shall pay such fees and costs, except the Commonwealth unless it is the party that obtains the judgment.

FOR COURT USE ONLY:

**15**  **ORDER OF APPOINTMENT OF COUNSEL**

I find that appointment of counsel is required pursuant to 50 U.S.C. app. § 521 or § 522 and therefore, I appoint the lawyer indicated below to represent the absent servicemember named as defendant/respondent above.

ME, ADDRESS 15  
COURT  
POINTED  
BYER

16  
NEXT HEARING DATE AND TIME  
17  
DATE  
18  
JUDGE

**STAY OF PROCEEDINGS**

**19** I find that a stay of proceedings is required pursuant to 50 U.S.C. app. § 521 and, therefore, such a stay, for a minimum period of 90 days, is ordered until \_\_\_\_\_  
NEXT HEARING DATE AND TIME

20  
DATE

21  
JUDGE

Dating back to August of 2015, Amol has made very derogatory and abusive comments to myself and my colleagues. These dark and disparaging comments include: "I wish you were dead", "I want to piss on your grave", "I want to dance on your grave", "I wish you'd die in a fiery car crash and burn, oh I'd be so happy.", "I only say I wish you'd die because I really wish it were true."... Among others.

Specifically, on Monday, February 29, 2016, during the mid-morning, I walked into work to Amol berating me with comments such as "bald asshole", insulting my work, and stating that I will never get promoted past a 12 due to my poor work quality and work ethic. I responded, stating that "at least I can program". This infuriated Amol, because usually people do not respond to his bullying or attempt to fight back.

For the remainder of Monday and into Tuesday, Amol was very visibly distraught and upset. His behavior was out-of-the-ordinary, and he was unusually quiet. On Tuesday, March 1, 2016, during the mid-morning, I noticed Amol about to leave his workstation. I turned, facing away from him, and inquired about a project we were working on. The next thing I knew, Amol was directly behind me, unusually close, towering over me. I was caught off guard, and afraid.. He then, through gritted teeth, angrily said "I wish you were dead—and that's NOT a threat it's a fucking promise." I was afraid that he might stab me or assault me in some way... I was frightened and very concerned especially based on his behavior. I thought he may harm myself or others so I contacted security at the end of the day to report these events.

3/23/2016

2016 MAR 23 A 11:15  
[Signature]

Sworn to and affirmed before me in the county of Loudoun,  
Commonwealth of Virginia.

This 23 day of April, 2016  
[Signature]  
Clerk/Deputy Clerk

All dates available for court through Marc  
[Signature]

SECURITY PROTECTIVE SERVICE - Washington, D.C. 20013(703) 482-6161  
COMPLAINANT/WITNESS STATEMENT

REPORT NUMBER

SECTION 1: GENERAL INFORMATION

Name (Last, First, Middle)

Schulte, Joshua, Adam

SSN:

HOME ADDRESS:

Starling, VA, 22666

PHONE NUMBER (WORK/TELEPHONE)

WORK TELEPHONE

Dating back to August of 2015, Amol has made very derogatory & abusive comments to myself and my colleagues. These back & hisping comments include "I wish you were dead", "I want to piss on your grave", "I want to have on your grave", "I wish you'd die in a fiery car crash and burn, oh I'd be so happy", "I only say I wish you'd die because I really wish it were true" ... Among others.

Specifically, on Monday, February 22, 2016 during the mid-morning, I walked into work to find Amol harassing me with comments such as "bald asshole", insulting my work, & stating that I will never get promoted past a 12 due to my poor work quality & work ethic. I responded, stating that "at least I can program". This infuriated Amol because usually people do not respond to his bullying or attempt to fight back. For the remainder of Monday & into Tuesday, Amol was very visibly distraught & upset. His behavior was out-of-the-ordinary, & he was unusually quiet. On Tuesday, March 1, 2016, during the mid-morning, I noticed Amol about to leave his workstation.

I turned facing away from him & inquired about a projector we were working on. The next thing I knew, Amol was directly behind me unusually close, towering over me. I was caught off-guard & afraid. He then through gritted teeth angrily said "I wish you were dead" and this was NOT a threat, it's a "fucking promise." I was afraid that he might stab me or assault me in some way. I was frightened & very concerned especially based on his behavior. I thought he may harm myself or others so I contacted security at the end of the day to report this event.

I CERTIFY THAT THE INFORMATION CONTAINED IN THE ABOVE STATEMENT IS TRUE AND CORRECT.

3/17/2016

Date:

Signature of Complainant/Witness

SECTION 3: AUTHENTICATION

WITNESSING OFFICER:

REPORTING OFFICER:

Date:

Signature

Date:

Signature

Dating back to August of 2015, Amol [REDACTED] has made very derogatory and abusive comments to myself and my colleagues. These dark and disparaging comments include: "I wish you were dead", "I want to piss on your grave", "I want to dance on your grave", "I wish you'd die in a fiery car crash and burn, oh I'd be so happy.", "I only say I wish you'd die because I really wish it were true." ... Among others.

Specifically, on Monday, February 29, 2016, during the mid-morning, I walked into work to Amol berating me with comments such as "bald asshole", insulting my work, and stating that I will never get promoted past a 12 due to my poor work quality and work ethic. I responded, stating that "at least I can program". This infuriated Amol [REDACTED] because usually people do not respond to his bullying or attempt to fight back.

For the remainder of Monday and into Tuesday, Amol was very visibly distraught and upset. His behavior was out-of-the-ordinary, and he was unusually quiet. On Tuesday, March 1, 2016, during the mid-morning, I noticed Amol [REDACTED] about to leave his workstation. I turned, facing away from him, and inquired about a project we were working on. The next thing I knew, Amol [REDACTED] was directly behind me, unusually close, towering over me. I was caught off guard, and afraid.. He then, through gritted teeth, angrily said "I wish you were dead—and that's NOT a threat it's a fucking promise." I was afraid that he might stab me or assault me in some way... I was frightened and very concerned especially based on his behavior. I thought he may harm myself or others so I contacted security at the end of the day to report these events.

SECURITY PROTECTIVE SERVICE - Washington, D.C. 20013(703) 482-6161  
COMPLAINANT/WITNESS STATEMENT

REPORT NUMBER

SECTION 1: GENERAL INFORMATION

Name (Last, First, Middle)

Schulte, Joshua, Adam

SSN:

HOME ADDRESS:

RADGE NUMBER HOME TELEPHONE:

WORK TELEPHONE:

Starling, VA, 22666

Dating back to August of 2015, Amol has made very derogatory & abusive comments to myself and my colleagues. These back & hisping comments include "I wish you were dead", "I want to piss on your grave", "I want to have on your grave", "I wish you'd die in a fiery car crash and burn, oh I'd be so happy.", "I only say I wish you'd die because I really wish it were true" ... Among others.

Specifically, on Monday, February 29, 2016, during the mid-morning, I walked into work to Amol harassing me with comments such as "bald asshole", insulting my work, & stating that I wish never get promoted past a 12 due to my poor work quality & work ethic. I responded, stating that "at least I can program". This infuriated Amol, because usually people do not respond to his bullying or attempt to fight back. For the remainder of Monday & into Tuesday, Amol was very visibly distraught & upset. His behavior was out-of-the-ordinary, & he was unusually quiet. On Tuesday, March 1, 2016, during the mid-morning, I noticed Amol about to leave his workstation.

I turned facing away from him & inquired about a project we were working on. The next thing I knew, Amol was directly behind me, unusually close, towering over me. I was caught off-guard & afraid. He then through gritted teeth angrily said "I wish you were dead" - and that's NOT a threat it's a fucking promise. I was afraid that he might stab me or assault me in some way. I was frightened & very concerned especially based on his behavior. I thought he may harm myself or others so I contacted Security at the end of the day to report these events.

I CERTIFY THAT THE INFORMATION CONTAINED IN THE ABOVE STATEMENT IS TRUE AND CORRECT.

3/17/2016

Date:

*[Signature]*  
Signature of Complainant/Witness

SECTION 2: AUTHENTICATION

WITNESSING OFFICER:

REPORTING OFFICER:

Date:

Signature

Date:

Signature