



ETHICSPPOINT®

Incident Management

Case

CT

- [Home](#)
- [Cases](#)
 - [All Cases](#)
 - [Cases by Tier](#)
 - [Tier - City of Las Cruces, NM Employees](#)
 - [Case 449](#)
 - [General Case Info](#)
 - [Case Details](#)
 - [Follow-ups](#)
 - [Assignments & Access](#)
 - [Participants3](#)
 - [Attachments1](#)
 - [Synopsis](#)
 - [Case Notes](#)
 - [History](#)
- [Open New Case](#)
- [Assignments](#)
- [Analytics](#)
- [Admin](#)

Case 449-Employee Relations

[Reminders](#) [Request Translation](#) [Join Chat](#) [Print & Download](#) [Delete Case](#)

Opened
05/19/2025

Days Open
Less than 24 hours

Last modified
05/19/2025

Intake Method
Hotline Web

Status
In Process

Alert Status
None

Case Details

Reported tier information

Case type:
Allegation

Intake method:
Hotline Web

Location

Organization/Building name:

City of Las Cruces, NM

Branch Number:

35

Location name:

Transit

Location/Address:

Transit - 35

1501 E. Hadley Ave., Bldg A

City:

Las Cruces

State/Province:

NM

ZIP/Postal code:

88001

Country/Territory:

United States

Location Name:

Transit

Reporter Information**Reporter anonymous:**

No

Reporter first name:

Rosanne

Reporter last name:

Gonzalez

Phone number:

575-728-4044

Email address:

rosannegonzalez83@gmail.com

Contact availability:

I work Monday through Friday from 6:00-3:00, anytime after 3:00 pm will work.

Case Information**Relationship to the Company or Organization?**

Employee

Please identify the person(s) engaged in this behavior:

Stephanie Arredondo - Transit Route Supervisor

Eddie Tovar - Transit Route Supervisor

Do you suspect or know that a supervisor or management is involved?

Yes

If yes, then who?

Stephanie Arredondo, Eddie Tovar

Is management aware of this problem?

Yes

What is the general nature of this matter?

Relationship between both parties is causing a disruption in operations, stress between office staff, fear of retaliation

Where did this incident or violation occur?

1501 E Hadley-this was our temporary building, we are now located at 2340 Westway Ave, Las Cruces NM.

Please provide the specific or approximate time this incident occurred:

Month of May 2025, 3-25-25, all the way to 2023.

How long do you think this problem has been going on?

More than a year

How did you become aware of this violation?

Told to me by a co-worker

If other, how?

I was told by several co-workers

Please identify any persons who have attempted to conceal this problem and the steps they took to conceal it:

Richard Hanway - City Transit Director, said he talked to both Stephanie and Eddie, and they would say they are just friends, they talk about their kids, or they are working on things related to work. Mike Bartholomew -Transit Director (just retired) was cc'd on emails, but I never heard from him.

Case Details:

An ongoing relationship between Eddie and Stephanie is causing a disruption in operations. Office staff complain about not having help from management, mostly in the afternoon. Several office staff tell me that after I leave at 2 or 3pm, Stephanie will be in Eddie's office, or vice versa. Many times, there are situations where a supervisor is needed, and they will tell Stephanie, but nothing is done, leaving dispatch to handle it on their own. It is understood that if they are having a relationship, it is no one's business, but it is affecting everyone in the office, and it is causing a lot of stress and tension in the office, especially because there is many times where they will have the door closed for 15 minutes, sometimes 30 minutes, and sometimes more. The latest occurrence was when they were in the storage room arguing, and they were in there for about 45 minutes. Another time, a woman came asking for Stephanie, she was found arguing with Stephanie and confronting her about why she was texting her husband using heart emoji's. I let Richard know that this happened and he told me that he asked Stephanie if she knew who the woman is, and Stephanie told him no, so he did not investigate further. There is more situations that drivers, dispatchers know about but no one wants to say anything for fear of retaliation.

Legacy information

[Privacy Statement](#) | [Terms of Use](#) | [Cookie Statement](#) | [About](#)

© NAVEX Global 2025. All rights reserved.