Tom Carey '73 is one of those people. He knew when he came to Bates as a student that he was destined to work with the law. Raised in Framingham, Mass., Tom came to Bates and never looked back. He spent summers in Lewiston, and after being connected with the Lewiston Police Department, became a vacation replacement officer for the department. While he initially thought he would attend law school after leaving Bates, he realized his calling was in law enforcement.

When he graduated from Bates, Tom became a full-time officer with the Lewiston Police Department and attended the Maine Criminal Justice Academy. He initially worked patrol and then continued to advance within the department. While working full time, he obtained his master’s degree in public administration from the University of Maine and set his sights on the FBI. When the FBI resumed hiring in the early 1980s, Tom applied, was accepted and attended the FBI Academy in Quantico, Va. He was assigned to the Boston FBI office, specifically to the governor’s auto theft strike force. At that time, Boston was the auto theft capital of the country.

In 1984, Tom was transferred to Fargo, N.D. That’s right, Fargo. (I personally wondered if Fargo was a hotbed of crime in the 80s and I was just unaware of it.) He spent two years in North Dakota working in conjunction with local police and got to work on cases that involved everything from crimes on Indian reservations to kidnappings. In 1986, he was ordered to the Washington, D.C., field office and began his path in counterintelligence before working counterterrorism matters. Originally one of 12 agents in counterterrorism, he investigated cases of terrorism that involved American citizens overseas. He was involved in such widely known cases such as Pan Am 103, the bombing of U.S. government facilities in Europe and the taking of American hostages in Beirut, Lebanon.

Over the next few years, he continued to move up within the organization and eventually retired on July 3, 2003, as the senior executive responsible for domestic terrorism investigations. He vividly recalls his last task: briefing FBI Director Robert Mueller about security for the capital’s fourth of July celebration the following day.

Tom arrived at Bates on July 13. His wife’s family has ties to Lewiston-Auburn and settling back in this community was a natural for them. He’s proud of the fact that while his job took him everywhere, his family always moved with him and they learned that it’s not about where you live, but who you are with and what you make of it when you live there. Professor Sawyer Sylvester originally connected Tom with the Lewiston PD and Tom appreciates the opportunity to return to Bates and pay it forward by helping students have a “real chance of success” in their futures.

As for his own future? He’s looking forward to traveling more with his wife. Although he traveled extensively with the FBI, he primarily saw a lot of hotel rooms and never had the opportunity to enjoy those foreign lands with his wife and family. He told me that the one lesson he’s learned that is most important is that you “must enjoy life, because you don’t know how long you’ll have it.”

Fidelity-Bravery-Integrity. Not only words that guide the FBI, but words that have also guided the life of Tom Carey with his wife and family. He told me that the one lesson he’s learned that is most important is that you realize that the most important thing is that you must enjoy life, because you don’t know how long you’ll have it.”

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Lessons Learned from Penn State
Mary Main, Human Resources Director

As I thought about which college policy to highlight in this month’s issue, I reflected on the recent events at my alma mater, Penn State. I am deeply saddened by the failure of employees of the university to protect children, and while I will always be “Penn State proud,” I will never forget the breakdown of ethical and legal judgment.

So how does this relate to Bates? Well, it’s important to know that as an employee of the college, we want you to report problems and issues as they arise. Our hope is that you report the problem to a member of management so we have the opportunity to address the issue, and you can be assured of the college’s commitment to address issues that are reported by employees.

I ask that you carefully read our Whistleblowers Protection Policy and contact Human Resources if you have any questions. We all share the responsibility for ensuring that everyone attending, working at or visiting our campus can enjoy the experience safely. Thank you for helping to protect Bates and the community with whom we share it.

The Policy: Whistleblowers Protection for Employees

Bates College requires all employees to observe high standards of business and personal ethics in the conduct of their duties and responsibilities. As employees and representatives of the college, we must practice honesty and integrity in fulfilling our responsibilities and comply with all applicable laws and regulations. It is our responsibility as employees to comply with the law and to report violations or suspected violations of the law in accordance with the federal Whistleblower Protection Act.

Bates College asks employees to raise serious concerns within the college prior to seeking resolution outside the college. Any employee who, in good faith, reports a violation of the law is protected from retaliation and negative consequences to their employment as a result of the report. Anyone who retaliates against someone who has reported a violation in good faith is subject to discipline up to and including termination of employment.
Employees are protected from retaliatory actions because they have reported to college management:

• A violation of the law
• A gross waste of public funds
• Something that risks someone’s health or safety
• Something that will endanger their life or someone else’s life.

If you are not comfortable speaking with your supervisor or you are not satisfied with your supervisor’s response, you are encouraged to speak confidentially with someone in the Human Resources Department or anyone in management whom you are comfortable in approaching.

Report It!
Ray Potter, Environmental Health and Safety Manager

If we are injured at work it’s important to report it to our supervisor right away. Work injuries make us eligible for a benefit, one required by state law, and result in conflict between the parties.

A serious enough injury is one that will prevent you from working. Early reporting lets the safety guys and supervisors look into ways to prevent repeat injuries to you and your co-workers. When the Incident Report is submitted to Human Resources, the information is passed on to the insurance company, which in turn ensures necessary reporting to the State of Maine occurs in compliance with the law. All of these actions begin with a simple report to your supervisor or department manager.

Repetitive motion injuries are another category of injuries that should be reported early. Sometimes an injury does not coincide with a particular moment in time or a particular event. Certain injuries can result when soft tissues such as muscle, tendons, ligaments, nerves and connective tissues are stressed or strained by repetitive motions. Tightening one screw by hand may not cause a problem, but tightening hundreds of screws without taking a break has the potential to cause a soft tissue injury. The question becomes, “When should we report aches and pains?”

It’s easy to convince ourselves that minor discomforts are just part of the aging process or that we have just used a set of muscles we don’t use every day. The early reporting rule is important with these types of injuries as well. Perhaps your supervisor or the safety guys can help figure out a way to reduce or prevent further injury.

Early reporting provides the initial information and awareness necessary to make such changes. But the early report on a soft tissue injury also helps reduce any uncertainty about timeliness of reporting which can derail the Workers Compensation process and result in conflict between the parties.

It only takes a few minutes to let your supervisor know if you have been injured or are beginning to feel some discomfort or pain. Please take the time and let us use this opportunity to work together to further reduce and/or prevent risks and injuries.

Bates Students and Recent Grads Honor Voice and Speech Teacher With Kroepsch Award
Doug Hubley, Writer, Bates Communications Office

Someone who lives the Bates principle of bucking academic challenges with meaningful support, senior lecturer Katalin Vecsey has received the 2012 Kroepsch Award for Excellence in Teaching. Expert in the anatomy and the aesthetics of the voice, Vecsey teaches courses in voice, speech and gender — and works with students in every Bates theatrical production. She also directs, with her production of Five Women Wearing the Same Dress appearing March 16–18. “Students adore her. Students respect her. They work hard because she works hard,” says Travis Jones ’15, a double major in theater and in visual art and culture. Vecsey lives in Lewiston with her husband, John Painter, and their son, Kellen.