

September 12, 2007

VIA HAND DELIVERY

Mr. William Binneveld,
Chairman of the Board, LRMC

RE: Chaplain Danny Harvey

Dear Mr. Binneveld,

I wanted to make one final appeal to you regarding my firing as Director of Pastoral Care at LRMC.

I have been informed by Attorney Barbara Weller, Christian Law Association, that there is no law on the books that would prohibit me from praying in Jesus' Name either in a one on one setting with a patient, family member or staff member or in a public setting. (Letter attached) The Hospital has chosen to align itself with the very liberal group APC – Association of Professional Chaplains. Unfortunately, the majority of the clientele of the hospital does not hold to the liberal views of this group. There are many other hospitals, hospice groups, prisons, etc. that have chosen not to follow these liberal standards and they function in their community without threat of legal action for doing so. They have evaluated their communities and found that the conservative views of their clientele are better served by not following APC standards.

Attorney Weller also states, that the hospital has violated my rights under Title VII – Federal Law – that prohibits discrimination based on religion and that I could sue the hospital.

I do not want to file a charge with the EEOC. I have tried to contact you by phone and have been unsuccessful. Therefore, I am trying this one last written attempt to see if we can work out a solution to this problem. If I do not hear from you by Friday, September 14 at noon, I will be contacting the EEOC to file a claim.

I would like you to review my personnel file to see exactly how many complaints have been registered against me over the 8 years of my tenure. I have not been shown any complaints. Since the incident in 2002/2003, I have not had one written discipline regarding this issue. Official statements from the hospital state that there have been numerous complaints, which I contend is incorrect.

Because the ultimate decision on this issue rests with you and the Board, I also want to explain to you how I conduct myself as a hospital representative. The Official Statements from the hospital have been inaccurate on a number of counts so I do not know that you have been given all the facts.

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When I approach someone for ministry I use the script that I developed and was approved by the hospital's scripting department for Pastoral Care. I would state my name and that I am the hospital chaplain. I would ask them if they have someone praying for them or a church background, thus gaining knowledge of their spiritual heritage. Depending on their answer, I would offer to contact someone from their church or faith background for them. Other concerns of the patient might be brought up, such as concerns about their treatment, family dynamics, finances, etc. to which I would bring in the proper hospital staff to deal with those issues. Prior to leaving, I would ask if there is anything I can personally do for them. Many times, they would ask me to pray for them. I would explain that I am a Christian and that I would pray to God through Jesus. I would then ask them if that is ok. Very few times, has someone asked me not to pray at that point. However, in those rare occasions when they felt it would not be appropriate, I have found someone from his or her faith group to come in to meet that need. This is how the volunteer chaplains have been trained to minister as well. If you will look at the clipboard that the volunteer chaplains are given at the beginning of their shift, this script is written there so that they are reminded of the hospital standard.

I fail to see how that can be construed as disrespectful of another person's faith. The scripting department must have agreed upon their approval.

The resolution that I would be agreeable to is:

- The hospital admits that they failed to understand their community and the importance of their Christian Faith. Also, stating that the hospital agrees that they will adopt a more conservative approach to the Pastoral Care program and that there will be immediate changes to the policies and procedures to allow all faiths the freedom to practice on the LRMC/TVRH campus.
- That I be reinstated to my position immediately. That it be noted in my personnel file that this issue has been resolved and that there is not evidence to substantiate the claims that were brought against me. The note should also state that no further action would be taken in regard to the issue of praying in Jesus' Name.
- My former date of hire is retained, my benefits would continue without a waiting period, and I would be paid for the time from August 22, 2007 through my active return to service.
- That I be considered for the position of system-wide Director of Pastoral Care and that my salary be raised to the average salary of those in Management at LRMC.

Mr. Binneveld, I invite you to join me on the steps of Leesburg's City Hall on Saturday, September 15 at 8 a.m. to inform the Christian community that their views have been heard and that you have responded to them. Let them know that LRMC values them as customers and taxpayers. Let them know that you and I will work together to make sure that the hospital respects the beliefs of all the citizens of this great community.

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Serving the Name of Jesus,

Rev. Wm. Daniel Harvey

Attachments:

Final Written Warning on Performance – Darlene Stone, VP - HR
Letter – Gibbs Law Firm, P.A.
Notice of Termination – LRMC
What is Religious Discrimination? – American Center for Law & Justice
Title VII: How it Protects Employees – American Center for Law & Justice

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