



The Due Process Advocate

*“No Person shall be . . . deprived of life, liberty, or property without the due process of law”
- Fifth Amendment of the United States Constitution*

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THE DUE PROCESS ADVOCATE WELCOMES

JOHN J. PEPI, SR. AS AN AFFILIATE

John J. Pepi, M.Ed. is an educator from Worcester, Massachusetts and is playing an important role as a due process rights advocate as he pursues his doctorate degree in Educational Leadership.

John has decades of experience in the field of education as a teacher, instructor, program director, curriculum developer, assistant principal, and educational community liaison. Coupled with his professional experience, John also has many years of research and case-study in many areas of educational law. His certifications include the licensure for health and physical education grades K-12, licensure as supervisor and director, and licensure in the principal-ship of elementary, middle and high schools.

This comprehensive background has led John to a unique understanding of the “bullying” and “mobbing” behaviors that characterize so many “hostile work environments” in today’s world of big business, big government, and big institutions. Exposing, addressing, and eliminating the proliferation of these illegal behaviors is his passion.

As a result, John has spoken to state legislatures, worked as an expert witness in wrongful termination litigation, and served as an advocate and resource for hostile workplace victims; which John often refers to as “targets.”

John has become an expert with respect to understanding the complex nature of workplace bullying; and just how damaging bullying can be. The effect of bullying often includes devastating psychological, physical, social, and economic components. These effects are often an intentional harm that is inflicted by those who employ bullying to achieve their various organizational and business goals.

Worse yet, as John explains, is that accomplished bullies know exactly how to recruit workplace associates to “gang-up” on an intended target to, perhaps, lend some organizational credibility to the bully’s illegal agenda. This phenomenon is referred to “mobbing” and it is much more common than you might think. It can be accomplished by and through such disingenuous tactics as spreading false rumors about a target’s competence, fabricating poor performance reviews of a target’s work, and/or falsely blaming an organizational set-back as being a target’s fault or intent.

John has actually witnessed mobbing schemes that were not only very elaborate and sophisticated in nature, but also very corrupt; where a lot of money is involved and the target didn’t want to “go along to get along.”

Perhaps the most typical scenario, that plays out over and over again, is when an employee learns about, and then refuses to participate in, some illegal activity (such as skimming, diverting funds, paying kick-backs, etc.) and certain owners or managers decide to get rid of the employee as a “trouble-maker.”

If you’ve become a target, please don’t hesitate to contact John Pepi for some sound direction and advice. Please visit www.pepi.dueprocessadvocate.com.

Legal Definition of bullying: acts or written or spoken words intended to intimidate or harass a person or to cause physical harm to a person or his or her property. NOTE: The statutory language used to describe what constitutes bullying differs from state to state.

-Merriam-Webster / Law Dictionary

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