

IN THE IOWA DISTRICT COURT FOR POLK COUNTY

---

POLLY CARVER-KIMM,	)	CASE NO. LACL 148599
	)	
Plaintiff,	)	
	)	
v.	)	<b>PLAINTIFF'S MOTION TO</b>
	)	<b>AMEND PETITION</b>
	)	
KIM REYNOLDS, PAT GARRETT and	)	
STATE OF IOWA,	)	
	)	
Defendants.	)	

---

COMES NOW the Plaintiff Polly Carver Kimm, by counsel and hereby moves to amend her Petition pursuant to Iowa Rule of Civil Procedure 1.402(4) and in support thereof states as follows:

1. On September 2, 2020, Plaintiff Polly Carver Kimm (Carver Kimm) filed a Petition against the State of Iowa, Pat Garrett and Kim Reynolds alleging that she was terminated in violation of Iowa Code §70A.28.
2. On September 2, 2020, Carver Kimm also filed claims against Garrett, Reynolds and the State of Iowa with the State Appeal Board. The claims filed with the State Appeal Board allege Wrongful Discharge in Violation of Public Policy and Violation of Free Speech Rights under the Iowa Constitution, Article I §7. (Attachment 1)
3. The Iowa Attorney General's office did not make final disposition of the claims within six months of the September 2, 2020 filing. Accordingly, on May 24, 2021, Plaintiff requested that both claims be withdrawn from consideration by the State Appeal Board pursuant to Iowa Code § 669.5. (Attachment 2)
4. The Amended Petition adds Count II-Wrongful Discharge in Violation of Public Policy and Count III-Violations of Right to Free Speech-Iowa State Constitution Article I §7.

5. A copy of the Amended Petition with additions in redline is Attachment 3. A clean copy of the Amended Petition with track changes removed is Attachment 4.

WHEREFORE, Plaintiff respectfully requests that the court grant Plaintiff's Motion to Amend Petition and order that the attached Amended Petition (Attachment 4) be considered filed without further order of the court.

/s/ THOMAS J. DUFF

THOMAS J. DUFF

/s/ JIM DUFF

JIM T. DUFF

DUFF LAW FIRM, PLC

The Galleria

4090 Westown Pkwy, Suite 102

West Des Moines, Iowa 50266

Telephone: (515) 224-4999

Fax: (515) 327-5401

Email : [tom@tdufflaw.com](mailto:tom@tdufflaw.com)

[jim@tdufflaw.com](mailto:jim@tdufflaw.com)

[wendy@tdufflaw.com](mailto:wendy@tdufflaw.com)

ATTORNEYS FOR PLAINTIFFS

Original electronically filed with copies to:

JEFFREY C. PETERZALEK

TESSA REGISTER

Assistant Attorneys General

Iowa Department of Justice

Hoover State Office Building, 2nd Floor

1305 East Walnut Street

Des Moines, Iowa 50319

E-mail: [jpeterz@ag.state.ia.us](mailto:jpeterz@ag.state.ia.us)

E-mail: [Tessa.Register@ag.iowa.gov](mailto:Tessa.Register@ag.iowa.gov)

ATTORNEY FOR DEFENDANTS

STATE APPEAL BOARD CLAIM FORM AND AFFIDAVIT

T210077 CLAIM NUMBER RECEIVED STATE APPEAL BOARD

SEP 02 2020

Submit to: STATE APPEAL BOARD Department of Management State Capitol, Room 12 Des Moines, Iowa 50319

This form is also available on the Internet at http://www.dom.state.ia.us/appeals/index.html

DATE RECEIVED (for Appeal Board use only)

Directions: A TORT CLAIM MUST submit 3 complete sets of documents, an original claim form with any attachments and two claim form copies with attachments for EACH CLAIMANT and NOTARY public must sign. A GENERAL CLAIM MUST submit 2 complete sets of documents, an original and one copy with attachments for EACH. Please see specific directions on the back of this form that pertain to the type of claim you are filing.

1. NAME OF CLAIMANT (please print full name)

2. DATE OF BIRTH

Polly Carver Kimm

3. ADDRESS OF CLAIMANT (Street, City, State, Zip Code)

4. TELEPHONE: Home ( Business ( )

Email Address

5. CLAIMANT'S SOCIAL SECURITY NUMBER

OR

FEDERAL TAX IDENTIFICATION NUMBER

6. IDENTIFY STATE AGENCY OR DEPARTMENT INVOLVED

Iowa Department of Public Health

7. LOCATION OF ACCIDENT/INCIDENT

<For Tort Claims Only>

8. DATE/TIME OF ACCIDENT/INCIDENT

Des Moines, Iowa

15-Jul-20

9. SELECT TYPE OF CLAIM: place an X in the box (A SEPARATE claim must be filed by each claimant for each of the three types of claims defined below)

(1) GENERAL AMOUNT OF CLAIM

FOR TORT CLAIMS, INDICATE ONE OF THE FOLLOWING:

(X) (2) TORT CLAIM AGAINST THE STATE

PROPERTY DAMAGES \$

(3) TORT CLAIM AGAINST STATE EMPLOYEE(S)

PERSONAL INJURY \$ 3,000,000.00

(Give name and department of employee(s))

WRONGFUL DEATH \$

See Attachment A

10. BASIS OF CLAIM (Please provide all the information required on the reverse side of this form. Attach separate sheets if necessary.)

See Attachment A

NOTARIAL SEAL NATHAN VOS Commission No. 808837 My Comm. Expires Feb. 8, 2021

11. NAME, ADDRESS, TELEPHONE # AND EMAIL ADDRESS OF ATTORNEY, IF ONE HAS BEEN RETAINED IN THIS CASE.

Thomas J. Duff, 4090 Westown Pkwy, Suite 102, West Des Moines, IA 50266, 515-224-4999, tom@tdufflaw.com

12. ATTORNEY'S SOCIAL SECURITY NUMBER

OR

FEDERAL TAX IDENTIFICATION NUMBER

I, the claimant, being duly sworn upon oath depose and state that I have read the supplied information and the same is true and correct to the best of my belief.

Polly Carver Kimm CLAIMANT'S SIGNATURE

Subscribed and sworn to before me this 24th day of August, 2020

My commission expires FEB. 8, 2021

Nathan Vos

NOTARY PUBLIC

**PARTIES**

1. At all times material hereto, Plaintiff Polly Carver-Kimm (“Polly”) was a citizen and resident of Polk County, Iowa.

2. At all times material hereto, the State of Iowa was a sovereign state as defined in the Iowa Code with its principal place of business in Des Moines, Polk County, Iowa.

**BACKGROUND FACTS**

3. Polly was hired in 2007 by the Iowa Department of Public Health (“IDPH”) as the Public Information Officer. Her title changed to Communications Director during her tenure, but she held the same position with the same duties through March 2020.

4. Until March 2020, Polly was in charge of all IDPH communications, including public information requests and COVID-19 related communications.

5. In early March 2020, the State activated emergency protocols because of the COVID-19 pandemic. Those protocols included activating the Emergency Command Center (“ECC”) and the use of ECC email addresses for COVID-19 related communications instead of the normal State of Iowa email addresses.

6. The normal process for complying with open records requests (Iowa Code Chapter 22) for emails is to contact the Office of the Chief Information Officer and request that they compile the emails responsive to the request. The requested documents are then gathered internally from staff. After the emails and documents are compiled, Polly would forward them to Heather Adams, the Assistant Attorney General assigned to the IDPH, for review and redaction. After Ms. Adams completed her review, Polly would produce the approved documents to the requesting party. During the thirteen years that Polly worked for IDPH, the Governor’s office was never involved in this process.

7. On at least one occasion, Pat Garrett told Polly to “hold” the production of records already approved by Ms. Adams. The record in question was a list of questions to be used as part of the Test Iowa website evaluation of whether someone needed to be tested.

8. In early March 2020, Polly was informed by Sarah Reisetter, the Deputy Director of IDPH, that all press releases should go through the Governor’s office.

9. On March 12, 2020, all media inquiries related to COVID-19 were rerouted through Deputy Director Reisetter.

10. On March 13, 2020, Deputy Director Reisetter complained to Polly about the volume of media inquiries related to COVID-19. Polly offered to resume her normal duties. Polly told Reisetter that she had experience with such media inquiries and it was easier for her to reassume this responsibility.

11. Reisetter responded that it may be easy for Polly to handle the inquires, but it was not easy “for other people.” After this, Amy McCoy, Legislative Liaison for IDPH, began handling COVID-19 related media inquiries. Polly was told this change was made because McCoy was working out of the State Emergency Operations Center (“SEOC”).

12. On March 17, 2020, Polly was moved to the SEOC but was not asked to resume COVID-19 related media responses.

13. In early April 2020, Polly received a request for emails from specific IDPH email addresses relating to COVID-19. The email addresses specified were the state’s normal email addresses, not the ECC email addresses.

14. Polly asked Assistant Attorney General Adams whether the ECC emails should be produced. Ms. Adams eventually confirmed that the ECC emails should be included in response to this specific request. However, the ECC emails were never again searched and responsive

documents in the ECC emails were never again produced. Polly repeatedly inquired of Ms. Adams via email regarding whether the ECC emails should be produced but never received a response.

15. In April 2020, Pat Garrett complained that Polly was posting the daily new case numbers to the IDPH website prior to the Governor's press conference. On April 19, 2020, Polly emailed Reisetter stating that she had only done this once several weeks before. Polly complained to Reisetter that she was being accused of something she didn't do.

16. On April 20, 2020, Gerd Clabaugh (Director of IDPH) told Polly that she was no longer allowed to update the IDPH website.

17. During the week of April 21, 2020, Polly informed her supervisors that a news reporter had brought to her attention the unsanitary working conditions and lack of social distancing at the SEOC. Multiple persons, including Director Clabaugh, demanded the name of the journalist who made this observation. When Polly refused to give the name of the journalist, more assigned job duties were taken from her including being in charge of social media and working with the counties and local government entities.

18. In May 2020, Polly fulfilled an open records request submitted by Iowa Public Radio. Later that month, the New Yorker and USA Today made a very similar request. Polly informed the New Yorker and USA Today that if they slightly modified their requests, she could immediately produce the emails that had already been approved for release to Iowa Public Radio.

19. The New Yorker and USA Today modified their request and later asked Polly to send them all responses to open records requests submitted by other news agencies. Polly did so because this was a common practice in state government. For example, the Department of

Natural Resources posts all public information requests on their website

(<https://iowaopenrecords.nextrequest.com/requests>).

20. In late May 2020, the New Yorker began asking questions critical of the State Hygienic Lab referencing the documents produced by Polly. Reisetter sent Polly an email questioning how the New Yorker received those documents. When Polly responded, Reisetter asked whether producing the documents “was even legal.”

21. On June 4, 2020, Polly was no longer allowed to respond to any open records requests, including those dealing with COVID-19.

22. On June 15, 2020, the New Yorker published an article critical of the company running “Test Iowa” utilizing the previously released emails. On June 17, 2020, Polly was no longer allowed to respond to any media inquiries involving COVID-19 or any other infectious disease.

23. Throughout March, April, May and June of 2020, Polly had regular conversations with Karla Dorman (Human Resources). Polly complained to Ms. Dorman that the ongoing removal of her duties and responsibilities amounted to mismanagement and abuse of authority.

24. On July 2 or 3, 2020, Tony Leys with the Des Moines Register asked Polly for the pregnancy termination statistics for the State of Iowa. This is publicly available information routinely produced in the past. Polly gave Mr. Leys the requested information.

25. On July 12, 2020, the Des Moines Register ran a story that showed the number of pregnancy terminations in Iowa had climbed by 25% in 2019 after continuously decreasing for decades. The article attributed the increase to the decision to cease participation in a federally funded family planning program.

26. The Leys article was likely embarrassing to Governor Reynolds who promoted and supported the 2017 plan to expel Planned Parenthood and other abortion providers from family planning programs and replace it with a state financed program.

27. On July 15, 2020, Polly was told, in the midst of an ongoing state and nation-wide pandemic, that she could either resign or be terminated due to “restructuring.” Polly initially chose termination, but agreed to an involuntary resignation after being told that she would forfeit her accumulated vacation time if terminated.

**COUNT I**  
**WRONGFUL DISCHARGE IN VIOLATION OF PUBLIC POLICY**

COMES NOW the Claimant, Polly Carver-Kimm, and for her cause of action against the State of Iowa states as follows:

28. Polly realleges and incorporates by reference the allegations contained in paragraphs 1 through 27 as if fully set forth herein.

29. Polly was stripped of her duties and later terminated after she made repeated efforts to comply with Iowa’s Open Records law (Chapter 22) by producing documents to local and national media regarding the State of Iowa’s response to the ongoing pandemic.

30. The act of compiling and producing records requested by media outlets and members of the public, pursuant to Iowa Code Chapter 22, was in furtherance of the clear public policy of the State of Iowa to free and open examination of public records even if such examination may cause inconvenience or embarrassment to public officials. Iowa Code §22.8(3)(2020).



31. Polly's termination violates well established public policy of the State of Iowa as defined by statute, regulation and judicial decision, and this public policy is undermined and jeopardized under the circumstances of this case.

32. The State of Iowa stripped Polly of her duties and responsibilities and terminated her employment as a result of her participation in protected activity.

33. The reasons proffered for her discharge are pretextual and the State of Iowa lacked any legitimate reason to terminate her employment.

34. As a direct and proximate result of the actions of the State of Iowa, its agents, servants and employees, Polly has suffered and will continue to suffer loss of wages, benefits, job security and other emoluments of employment and has suffered and will continue to suffer mental anguish, emotional distress and damage to her reputation.

WHEREFORE, Claimant Polly Carver-Kimm requests judgment against the State of Iowa in such an amount as will fully and fairly compensate her for her injuries and damages, for interest as allowed by law, the costs of this action and for such other and further relief as the State Appeal Board deems just and equitable.

**COUNT II**  
**VIOLATION OF RIGHT TO FREEDOM OF SPEECH**  
**IOWA STATE CONSTITUTION ARTICLE I, § 7**

35. Polly realleges and incorporates by reference paragraphs 1 through 27 as previously set forth herein.

36. The conduct of the State of Iowa as described herein violated Polly's rights under the Iowa Constitution Article I, Section 7 by terminating her for her protected speech.

37. As a direct and proximate result of the actions of the State of Iowa, Polly has suffered and will continue to suffer loss of wages, benefits, job security and other emoluments of employment and has suffered and will continue to suffer mental anguish, emotional distress and damage to her reputation.

WHEREFORE, Claimant Polly Carver-Kimm requests judgment against the State of Iowa in such an amount as will fully and fairly compensate her for his injuries and damages, for interest as allowed by law, the costs of this action and for such other and further relief as the State Appeal Board deems just and equitable.

T210078

CLAIM NUMBER RECEIVED STATE APPEAL BOARD

SEP 02 2020

STATE APPEAL BOARD CLAIM FORM AND AFFIDAVIT

Submit to: STATE APPEAL BOARD Department of Management State Capitol, Room 12 Des Moines, Iowa 50319

This form is also available on the Internet at http://www.dom.state.ia.us/appeals/index.html

DATE RECEIVED (for Appeal Board use only)

Directions: A TORT CLAIM MUST submit 3 complete sets of documents, an original claim form with any attachments and two claim form copies with attachments for EACH CLAIMANT and NOTARY public must sign. A GENERAL CLAIM MUST submit 2 complete sets of documents, an original and one copy with attachments for EACH. Please see specific directions on the back of this form that pertain to the type of claim you are filing.

1. NAME OF CLAIMANT (please print full name)

Polly Carver Kimm

2. DATE OF BIRTH

3. ADDRESS OF CLAIMANT (Street, City, State, Zip Code)

4. TELEPHONE: Home ( ) Business ( )

Email Address

5. CLAIMANT'S SOCIAL SECURITY NUMBER

OR

FEDERAL TAX IDENTIFICATION NUMBER

6. IDENTIFY STATE AGENCY OR DEPARTMENT INVOLVED

Kim Reynolds and Pat Garrett

7. LOCATION OF ACCIDENT/INCIDENT

<For Tort Claims Only>

8. DATE/TIME OF ACCIDENT/INCIDENT

Des Moines, Iowa

15-Jul-20

9. SELECT TYPE OF CLAIM: place an X in the box (A SEPARATE claim must be filed by each claimant for each of the three types of claims defined below.)

(1) GENERAL: AMOUNT OF CLAIM

FOR TORT CLAIMS, INDICATE ONE OF THE FOLLOWING:

(2) TORT CLAIM AGAINST THE STATE

PROPERTY DAMAGES \$

(3) TORT CLAIM AGAINST STATE EMPLOYEE(S)

PERSONAL INJURY \$ 2,000,000.00

Give name and department of employee(s)

WRONGFUL DEATH \$

See Attachment A

10. BASIS OF CLAIM (Please provide all the information required on the reverse side of this form. Attach separate sheets if necessary.)

See Attachment A



11. NAME, ADDRESS, TELEPHONE # AND EMAIL ADDRESS OF ATTORNEY, IF ONE HAS BEEN RETAINED IN THIS CASE.

Thomas J. Duff, 4090 Westown Pkwy, Suite 102, West Des Moines, IA 50266, 515-224-4999, tom@tdufflaw.com

12. ATTORNEY'S SOCIAL SECURITY NUMBER

OR

FEDERAL TAX IDENTIFICATION NUMBER

I, the claimant, being duly sworn upon oath depose and state that I have read the supplied information and the same is true and correct to the best of my belief.

Signature of Polly Carver Kimm, CLAIMANT'S SIGNATURE

Subscribed and sworn to before me this 24th day of August, 2020

My commission expires FEB. 8, 2021

NOTARY PUBLIC

**PARTIES**

1. At all times material hereto, Plaintiff Polly Carver-Kimm (“Polly”) was a citizen and resident of Polk County, Iowa.

2. At all times material hereto, Defendant Kim Reynolds was the Governor of the State of Iowa and a resident of Polk County, Iowa.

3. At all times material hereto, Defendant Pat Garrett was the Communications Director for Governor Kim Reynolds and, upon information and belief, a resident of Polk County, Iowa.

**BACKGROUND FACTS**

4. Polly was hired in 2007 by the Iowa Department of Public Health (“IDPH”) as the Public Information Officer. Her title changed to Communications Director during her tenure, but she held the same position with the same duties through March 2020.

5. Until March 2020, Polly was in charge of all IDPH communications, including public information requests and COVID-19 related communications.

6. In early March 2020, the State activated emergency protocols because of the COVID-19 pandemic. Those protocols included activating the Emergency Command Center (“ECC”) and the use of ECC email addresses for COVID-19 related communications instead of the normal State of Iowa email addresses.

7. The normal process for complying with open records requests (Iowa Code Chapter 22) for emails is to contact the Office of the Chief Information Officer and request that they compile the emails responsive to the request. The requested documents are then gathered internally from staff. After the emails and documents are compiled, Polly would forward them to Heather Adams, the Assistant Attorney General assigned to the IDPH, for review and

redaction. After Ms. Adams completed her review, Polly would produce the approved emails and documents to the requesting party. During the thirteen years that Polly worked for IDPH, the Governor's office was never involved in this process.

8. On at least one occasion, Pat Garrett told Polly to "hold" the production of records already approved by Ms. Adams. The record in question was a list of questions to be used as part of the Test Iowa website evaluation of whether someone needed to be tested.

9. In early March 2020, Polly was informed by Sarah Reisetter, the Deputy Director of IDPH, that all press releases should go through the Governor's office.

10. On March 12, 2020, all media inquiries related to COVID-19 were rerouted through Deputy Director Reisetter.

11. On March 13, 2020, Deputy Director Reisetter complained to Polly about the volume of media inquiries related to COVID-19. Polly offered to resume her normal duties. Polly told Reisetter that she had experience with such media inquiries and it was easier for her to reassume this responsibility.

12. Reisetter responded that it may be easy for Polly to handle the inquiries, but it was not easy "for other people." After this, Amy McCoy, Legislative Liaison for IDPH, began handling COVID-19 related media inquiries. Polly was told this change was made because McCoy was working out of the State Emergency Operations Center ("SEOC").

13. On March 17, 2020, Polly was moved to the SEOC but was not asked to resume COVID-19 related media responses.

14. In early April 2020, Polly received a request for emails from specific IDPH email addresses relating to COVID-19. The email addresses specified were the state's normal email addresses, not the ECC email addresses.

15. Polly asked Assistant Attorney General Adams whether the ECC emails should be produced. Ms. Adams eventually confirmed that the ECC emails should be included in response to this specific request. Although similar requests were later made by other news agencies, the ECC emails were never again searched and responsive documents in the ECC emails were never again produced. Polly repeatedly inquired of Ms. Adams via email regarding whether the ECC emails should be produced but never received a response.

16. In April 2020, Pat Garrett complained that Polly was posting the daily new case numbers to the IDPH website prior to the Governor's press conference. On April 19, 2020, Polly emailed Reisetter stating that she had only done this once several weeks before. Polly complained to Reisetter that she was being accused of something she didn't do.

17. On April 20, 2020, Gerd Clabaugh (Director of IDPH) told Polly that she was no longer allowed to update the IDPH website.

18. During the week of April 21, 2020, Polly informed her supervisors that a news reporter had brought to her attention the unsanitary working conditions and lack of social distancing at the SEOC. Multiple persons, including Director Clabaugh, demanded the name of the journalist who made this observation. When Polly refused to give the name of the journalist, more assigned job duties were taken from her including being in charge of social media and working with the counties and local government entities.

19. In May 2020, Polly fulfilled an open records request submitted by Iowa Public Radio. Later that month, the New Yorker and USA Today made a very similar request. Polly informed the New Yorker and USA Today that if they slightly modified their requests, she could immediately produce the emails that had already been approved for release to Iowa Public Radio.

20. The New Yorker and USA Today modified their request and later asked Polly to send them all responses to open records requests submitted by other news agencies. Polly did so because this was a common practice in state government. For example, the Department of Natural Resources posts all public information requests on their website (<https://iowaopenrecords.nextrequest.com/requests>).

21. In late May 2020, the New Yorker began asking questions critical of the State Hygienic Lab referencing the documents produced by Polly. Reisetter sent Polly an email questioning how the New Yorker received those documents. When Polly responded, Reisetter asked whether producing the documents “was even legal.”

22. On June 4, 2020, Polly was no longer allowed to respond to any open records requests, including those dealing with COVID-19.

23. On June 15, 2020, the New Yorker published an article critical of the company running “Test Iowa” utilizing the previously released emails. On June 17, 2020, Polly was no longer allowed to respond to any media inquiries involving COVID-19 or any other infectious disease.

24. Throughout March, April, May and June of 2020, Polly had regular conversations with Karla Dorman (Human Resources). Polly complained to Ms. Dorman that the ongoing removal of her duties and responsibilities amounted to mismanagement, abuse of authority and a specific danger to public health given the ongoing state-wide pandemic.

25. On July 2 or 3, 2020, Tony Leys with the Des Moines Register asked Polly for the pregnancy termination statistics for the State of Iowa. This is publicly available information routinely produced in the past. Polly gave Mr. Leys the requested information.

26. On July 12, 2020, the Des Moines Register ran a story that showed the number of pregnancy terminations in Iowa had climbed by 25% in 2019 after continuously decreasing for decades. The article attributed the increase to the decision to cease participation in a federally funded family planning program.

27. The Leys article was likely embarrassing to Governor Reynolds who promoted and supported the 2017 plan to expel Planned Parenthood and other abortion providers from family planning programs and replace it with a state financed program.

28. On July 15, 2020, Polly was told, in the midst of an ongoing state and nation-wide pandemic, that she could either resign or be terminated due to “restructuring.” Polly initially chose termination, but agreed to an involuntary resignation after being told that she would forfeit her accumulated vacation time if terminated.

**COUNT I**  
**WRONGFUL DISCHARGE IN VIOLATION OF PUBLIC POLICY**  
**REYNOLDS and GARRETT**

COMES NOW the Claimant, Polly Carver-Kimm, and for her cause of action against Defendants Reynolds and Garrett state as follows:

29. Polly realleges and incorporates by reference the allegations contained in paragraphs 1 through 28 as if fully set forth herein.

30. Polly was stripped of her duties and later terminated after she made repeated efforts to comply with Iowa’s Open Records law (Chapter 22) by producing documents to local and national media regarding the State of Iowa’s response to the ongoing pandemic.

31. The act of compiling and producing records requested by media outlets and members of the public, pursuant to Iowa Code Chapter 22, was in furtherance of the clear public policy of the State of Iowa to free and open examination of public records even if such



examination may cause inconvenience or embarrassment to public officials. Iowa Code §22.8(3)(2020).

32. Polly's termination violates well established public policy of the State of Iowa as defined by statute, regulation and judicial decision, and this public policy is undermined and jeopardized under the circumstances of this case.

33. Reynolds and Garrett made the decision to strip Polly of her duties and responsibilities and to terminate her employment as a result of her participation in protected activity.

34. The reasons proffered for her discharge are pretextual and Reynolds and Garrett lacked any legitimate reason to terminate her employment.

35. As a direct and proximate result of the actions of Reynolds and Garrett, Polly has suffered and will continue to suffer loss of wages, benefits, job security and other emoluments of employment and has suffered and will continue to suffer mental anguish, emotional distress and damage to her reputation.

36. The conduct of Reynolds and Garrett was willful, wanton and malicious and was in conscious and reckless disregard of Polly's rights so as to warrant the imposition of punitive damages.

WHEREFORE, Claimant Polly Carver-Kimm requests judgment against Reynolds and Garrett in such an amount as will fully and fairly compensate her for her injuries and damages, for punitive damages against Reynolds and Garrett, for interest as allowed by law, the costs of this action and for such other and further relief as the State Appeal Board deems just and equitable.

**COUNT II**  
**VIOLATION OF RIGHT TO FREEDOM OF SPEECH**  
**IOWA STATE CONSTITUTION ARTICLE I, § 7**

37. Polly realleges and incorporates by reference paragraphs 1 through 28 as previously set forth herein.

38. The conduct of the individual defendants as described herein violated Polly's rights under the Iowa Constitution Article I, Section 7 by terminating her for her protected speech.

39. As a direct and proximate result of the actions of Reynolds and Garrett, Polly has suffered and will continue to suffer loss of wages, benefits, job security and other emoluments of employment and has suffered and will continue to suffer mental anguish, emotional distress and damage to her reputation.

40. The conduct of Reynolds and Garrett was willful, wanton and malicious and was in conscious and reckless disregard of Polly's rights so as to warrant the imposition of punitive damages.

WHEREFORE, Claimant Polly Carver-Kimm requests judgment against Reynolds and Garrett in such an amount as will fully and fairly compensate her for his injuries and damages, for punitive damages, for interest as allowed by law, the costs of this action and for such other and further relief as the State Appeal Board deems just and equitable.



**THOMAS J. DUFF**  
ATTORNEY AT LAW  
TOM@TDUFFLAW.COM

**JIM T. DUFF**  
ASSOCIATE ATTORNEY  
JIM@TDUFFLAW.COM

**WENDY J. HART**  
LEGAL ASSISTANT  
WENDY@TDUFFLAW.COM

THE GALLERIA  
4090 WESTOWN PKWY  
SUITE 102  
WEST DES MOINES, IA  
50266

P: 515.224.4999  
F: 515.327.5401  
[WWW.TDUFFLAW.COM](http://WWW.TDUFFLAW.COM)

May 24, 2021

STATE APPEAL BOARD  
Department of Management  
State Capitol, Room 12  
Des Moines, Iowa 50319

Re: Polly Carver-Kimm  
Claim Numbers: T210077/T210078

Dear Sir/Madam:

This office represents Polly Carver Kimm with respect to the above-referenced claims. Carver Kimm hereby withdraws the aforementioned claims from further consideration pursuant to Iowa Code §669.5.

Thank you for your attention and assistance with this matter.

Very Truly Yours,

  
Thomas J. Duff

IN THE IOWA DISTRICT COURT FOR POLK COUNTY

---

POLLY CARVER-KIMM,	)	CASE NO.
	)	
Plaintiff,	)	
	)	<u>AMENDED</u> PETITION
v.	)	
	)	
KIM REYNOLDS, PAT GARRETT and	)	
STATE OF IOWA,	)	
	)	
Defendants.	)	

---

COMES NOW the Plaintiff Polly Carver Kimm, by counsel, and for her Amended Petition ~~cause of action~~ against Defendants Kim Reynolds, Pat Garrett and the State of Iowa states as follows:

**PARTIES**

1. At all times material hereto, Plaintiff Polly Carver-Kimm (“Polly”) was a citizen and resident of Polk County, Iowa. Polly was a non-contract, non-merit employee of the State of Iowa.
2. At all times material hereto, Defendant Kim Reynolds was the Governor of the State of Iowa and a resident of Polk County, Iowa.
3. At all times material hereto, Defendant Pat Garrett was the Communications Director for Governor Kim Reynolds and, upon information and belief, a resident of Polk County, Iowa.
4. At all times material hereto, the State of Iowa was a sovereign state as defined in the Iowa Cde with its principle place of business in Des Moines, Polk County, Iowa.

**BACKGROUND FACTS**

5. Polly was hired in 2007 by the Iowa Department of Public Health (“IDPH”) as the Public Information Officer. Her title changed to Communications Director during her tenure, but she held the same position with the same duties through March 2020.

6. Until March 2020, Polly was in charge of all IDPH communications, including public information requests and COVID-19 related communications.

7. In early March 2020, the State activated emergency protocols because of the COVID-19 pandemic. Those protocols included activating the Emergency Command Center (“ECC”) and the use of ECC email addresses for COVID-19 related communications instead of the normal State of Iowa email addresses.

8. The normal process for complying with open records requests (Iowa Code Chapter 22) for emails is to contact the Office of the Chief Information Officer and request that they compile the emails responsive to the request. The requested documents are then gathered internally from staff. After the emails and documents are compiled, Polly would forward them to Heather Adams, the Assistant Attorney General assigned to the IDPH, for review and redaction. After Ms. Adams completed her review, Polly would produce the approved emails and documents to the requesting party. During the thirteen years that Polly worked for IDPH, the Governor’s office was never involved in this process.

9. On at least one occasion, Pat Garrett told Polly to “hold” the production of records already approved by Ms. Adams. The record in question was a list of questions to be used as part of the Test Iowa website evaluation of whether someone needed to be tested.

10. In early March 2020, Polly was informed by Sarah Reisetter, the Deputy Director of IDPH, that all press releases should go through the Governor's office.

11. On March 12, 2020, all media inquiries related to COVID-19 were rerouted through Deputy Director Reisetter.

12. On March 13, 2020, Deputy Director Reisetter complained to Polly about the volume of media inquiries related to COVID-19. Polly offered to resume her normal duties. Polly told Reisetter that she had experience with such media inquiries and it was easier for her to reassume this responsibility.

13. Reisetter responded that it may be easy for Polly to handle the inquiries, but it was not easy "for other people." After this, Amy McCoy, Legislative Liaison for IDPH, began handling COVID-19 related media inquiries. Polly was told this change was made because McCoy was working out of the State Emergency Operations Center ("SEOC").

14. On March 17, 2020, Polly was moved to the SEOC but was not asked to resume COVID-19 related media responses.

15. In early April 2020, Polly received a request for emails from specific IDPH email addresses relating to COVID-19. The email addresses specified were the state's normal email addresses, not the ECC email addresses.

16. Polly asked Assistant Attorney General Adams whether the ECC emails should be produced. Ms. Adams eventually confirmed that the ECC emails should be included in response to this specific request. Although similar requests were later made by other news agencies, the ECC emails were never again searched and responsive documents in the ECC emails were never again produced. Polly repeatedly inquired of Ms. Adams via email regarding whether the ECC emails should be produced but never received a response.

17. In April 2020, Pat Garrett complained that Polly was posting the daily new case numbers to the IDPH website prior to the Governor's press conference. On April 19, 2020, Polly emailed Reisetter stating that she had only done this once several weeks before. Polly complained to Reisetter that she was being accused of something she didn't do.

18. On April 20, 2020, Gerd Clabaugh (Director of IDPH) told Polly that she was no longer allowed to update the IDPH website.

19. During the week of April 21, 2020, Polly informed her supervisors that a news reporter had brought to her attention the unsanitary working conditions and lack of social distancing at the SEOC. Multiple persons, including Director Clabaugh, demanded the name of the journalist who made this observation. When Polly refused to give the name of the journalist, more assigned job duties were taken from her including being in charge of social media and working with the counties and local government entities.

20. In May 2020, Polly fulfilled an open records request submitted by Iowa Public Radio. Later that month, the New Yorker and USA Today made a very similar request. Polly informed the New Yorker and USA Today that if they slightly modified their requests, she could immediately produce the emails that had already been approved for release to Iowa Public Radio.

21. The New Yorker and USA Today modified their request and later asked Polly to send them all responses to open records requests submitted by other news agencies. Polly did so because this was a common practice in state government. For example, the Department of Natural Resources posts all public information requests on their website (<https://iowaopenrecords.nextrequest.com/requests>).

22. In late May 2020, the New Yorker began asking questions critical of the State Hygienic Lab referencing the documents produced by Polly. Reisetter sent Polly an email

questioning how the New Yorker received those documents. When Polly responded, Reisetter asked whether producing the documents “was even legal.”

23. On June 4, 2020, Polly was no longer allowed to respond to any open records requests, including those dealing with COVID-19.

24. On June 15, 2020, the New Yorker published an article critical of the company running “Test Iowa” utilizing the previously released emails. On June 17, 2020, Polly was no longer allowed to respond to any media inquiries involving COVID-19 or any other infectious disease.

25. Throughout March, April, May and June of 2020, Polly had regular conversations with Karla Dorman (Human Resources). Polly complained to Ms. Dorman that the ongoing removal of her duties and responsibilities amounted to mismanagement, abuse of authority and a specific danger to public health given the ongoing state-wide pandemic.

26. On July 2 or 3, 2020, Tony Leys with the Des Moines Register asked Polly for the pregnancy termination statistics for the State of Iowa. This is publicly available information routinely produced in the past. Polly gave Mr. Leys the requested information.

27. On July 12, 2020, the Des Moines Register ran a story that showed the number of pregnancy terminations in Iowa had climbed by 25% in 2019 after continuously decreasing for decades. The article attributed the increase to the decision to cease participation in a federally funded family planning program.

28. The Leys article was likely embarrassing to Governor Reynolds who promoted and supported the 2017 plan to expel Planned Parenthood and other abortion providers from family planning programs and replace it with a state financed program



29. On July 15, 2020, Polly was told, in the midst of an ongoing state and nation-wide pandemic, that she could either resign or be terminated due to “restructuring.” Polly initially chose termination, but agreed to an involuntary resignation after being told that she would forfeit her accumulated vacation time if terminated.

**COUNT I**  
**WRONGFUL DISCHARGE IN VIOLATION OF**  
**IOWA CODE SECTION 70A.28**

30. Polly realleges and incorporates by reference the allegations contained in paragraphs 1 through 29 as if fully set forth herein.

~~31. Polly was stripped of her duties and later terminated after she made repeated efforts to comply with Iowa’s Open Records law (Chapter 22) by producing documents to local and national media regarding the State of Iowa’s response to the ongoing COVID-19 pandemic.~~

~~32-31.~~ Throughout March, April, May and June of 2020, Polly had regular conversations with Karla Dorman, a person providing human resources management for the State of Iowa, where she reported and disclosed that, among other things, the ongoing removal of her duties and responsibilities amounted to mismanagement, abuse of authority and a specific danger to public health given the ongoing state-wide pandemic.

~~33-32.~~ Polly was stripped of her duties and eventually terminated after reporting and disclosing the aforementioned conduct to Karla Dorman. Polly’s disclosures to Dorman were a cause of Defendants’ decision to strip her of duties and terminate her employment. Any reasons proffered by defendants for stripping her of her duties and terminating her employment are pretextual.

~~34-33.~~ The actions and conduct of Reynolds and Garrett in terminating Polly’s employment constitutes a simple misdemeanor under Iowa Code §70A.28(4).

35.34. As a direct and proximate result of Defendants' actions, Polly has suffered and will continue to suffer loss of wages, benefits, job security and other emoluments of employment and has suffered and will continue to suffer mental anguish, emotional distress and damage to her reputation.

WHEREFORE, Plaintiff Polly Carver-Kimm requests judgment against Defendants, and each of them, in such an amount as will fully and fairly compensate her for her injuries and damages, for attorney fees and costs, for interest as allowed by law, for reinstatement, for backpay, and for such other and further relief, including but not limited to front pay, as the court deems equitable on the premises including injunctive and declaratory relief.

**COUNT II**  
**WRONGFUL DISCHARGE IN VIOLATION OF PUBLIC POLICY**

COMES NOW the Claimant, Polly Carver-Kimm, and for her cause of action against the State of Iowa, Kim Reynolds and Pat Garrett and states as follows:

35. Polly realleges and incorporates by reference the allegations contained in paragraphs 1 through 29 as if fully set forth herein.

36. Polly was stripped of her duties and later terminated after she made repeated efforts to comply with Iowa's Open Records law (Chapter 22) by producing documents and information to local and national media regarding the State of Iowa's response to the ongoing pandemic and other routine state matters.

37. The act of compiling and producing records requested by media outlets and members of the public, pursuant to Iowa Code Chapter 22, was in furtherance of the clear public policy of the State of Iowa to free and open examination of public records even if such

examination may cause inconvenience or embarrassment to public officials. Iowa Code §22.8(3) (201920).

38. Polly's termination violates well established public policy of the State of Iowa as defined by statute, regulation and judicial decision, and this public policy is undermined and jeopardized under the circumstances of this case.

39. The State of Iowa, Kim Reynold and Pat Garrett stripped Polly of her duties and responsibilities and terminated her employment as a result of her participation in protected activity.

40. The reasons proffered for her discharge are pretextual and the State of Iowa, Kim Renyolds and Pat Garrett lack any legitimate reason to terminate her employment.

41. As a result of the actions of the State of Iowa, its agents, servants and employees, including Kim Reynolds and Pat Garrett, Polly has suffered and will continue to suffer loss of wages, benefits, job security and other emoluments of employment and has suffered and will continue to suffer mental anguish, emotional distress and damage to her reputation.

WHEREFORE, Claimant Polly Carver-Kimm requests judgment against the State of Iowa, Kim Reynolds and Pat Garrett in such an amount as will fully and fairly compensate her for her injuries and damages, for interest as allowed by law, the costs of this action and for such other and further relief as the court deems just and equitable.

**COUNT III**  
**VIOLATION OF RIGHT TO FREEDOM OF SPEECH**  
**IOWA STATE CONSTITUTION ARTICLE I, § 7**

42. Polly realleges and incorporates by reference paragraphs 1 through 29 as previously set forth herein.

43. By disclosing documents and information to the public, Polly engaged in protected speech under Article I, Section 7 of the Iowa Constitution.

44. The conduct of the State of Iowa, Kim Reynolds and Pat Garrett as described herein violated Polly's rights under the Iowa Constitution Article I, Section 7 by terminating her for her protected speech.

45. As a direct and proximate result of the actions of the State of Iowa, Kim Reynolds and Pat Garrett, Polly has suffered and will continue to suffer loss of wages, benefits, job security and other emoluments of employment and has suffered and will continue to suffer mental anguish, emotional distress and damage to her reputation.

WHEREFORE, Claimant Polly Carver-Kimm requests judgment against the State of Iowa, Kim Reynolds and Pat Garrett in such an amount as will fully and fairly compensate her for his injuries and damages, for interest as allowed by law, the costs of this action and for such other and further relief as the court deems just and equitable.

/s/ THOMAS J. DUFF

THOMAS J. DUFF

/s/ JIM DUFF

JIM T. DUFF

DUFF LAW FIRM, PLC

The Galleria

4090 Westown Pkwy, Suite 102

West Des Moines, Iowa 50266

Telephone: (515) 224-4999

Fax: (515) 327-5401

Email : [tom@tdufflaw.com](mailto:tom@tdufflaw.com)

[jim@tdufflaw.com](mailto:jim@tdufflaw.com)

[wendy@tdufflaw.com](mailto:wendy@tdufflaw.com)

ATTORNEYS FOR PLAINTIFFS

Original electronically filed.

IN THE IOWA DISTRICT COURT FOR POLK COUNTY

---

POLLY CARVER-KIMM,	)	CASE NO.
	)	
Plaintiff,	)	
	)	<b>AMENDED PETITION</b>
v.	)	
	)	
KIM REYNOLDS, PAT GARRETT and	)	
STATE OF IOWA,	)	
	)	
Defendants.	)	

---

COMES NOW the Plaintiff Polly Carver Kimm, by counsel, and for her Amended Petition against Defendants Kim Reynolds, Pat Garrett and the State of Iowa states as follows:

**PARTIES**

1. At all times material hereto, Plaintiff Polly Carver-Kimm (“Polly”) was a citizen and resident of Polk County, Iowa. Polly was a non-contract, non-merit employee of the State of Iowa.

2. At all times material hereto, Defendant Kim Reynolds was the Governor of the State of Iowa and a resident of Polk County, Iowa.

3. At all times material hereto, Defendant Pat Garrett was the Communications Director for Governor Kim Reynolds and, upon information and belief, a resident of Polk County, Iowa.

4. At all times material hereto, the State of Iowa was a sovereign state as defined in the Iowa Code with its principal place of business in Des Moines, Polk County, Iowa.

**BACKGROUND FACTS**

5. Polly was hired in 2007 by the Iowa Department of Public Health (“IDPH”) as the Public Information Officer. Her title changed to Communications Director during her tenure, but she held the same position with the same duties through March 2020.

6. Until March 2020, Polly was in charge of all IDPH communications, including public information requests and COVID-19 related communications.

7. In early March 2020, the State activated emergency protocols because of the COVID-19 pandemic. Those protocols included activating the Emergency Command Center (“ECC”) and the use of ECC email addresses for COVID-19 related communications instead of the normal State of Iowa email addresses.

8. The normal process for complying with open records requests (Iowa Code Chapter 22) for emails is to contact the Office of the Chief Information Officer and request that they compile the emails responsive to the request. The requested documents are then gathered internally from staff. After the emails and documents are compiled, Polly would forward them to Heather Adams, the Assistant Attorney General assigned to the IDPH, for review and redaction. After Ms. Adams completed her review, Polly would produce the approved emails and documents to the requesting party. During the thirteen years that Polly worked for IDPH, the Governor’s office was never involved in this process.

9. On at least one occasion, Pat Garrett told Polly to “hold” the production of records already approved by Ms. Adams. The record in question was a list of questions to be used as part of the Test Iowa website evaluation of whether someone needed to be tested.

10. In early March 2020, Polly was informed by Sarah Reisetter, the Deputy Director of IDPH, that all press releases should go through the Governor's office.

11. On March 12, 2020, all media inquiries related to COVID-19 were rerouted through Deputy Director Reisetter.

12. On March 13, 2020, Deputy Director Reisetter complained to Polly about the volume of media inquiries related to COVID-19. Polly offered to resume her normal duties. Polly told Reisetter that she had experience with such media inquiries and it was easier for her to reassume this responsibility.

13. Reisetter responded that it may be easy for Polly to handle the inquiries, but it was not easy "for other people." After this, Amy McCoy, Legislative Liaison for IDPH, began handling COVID-19 related media inquiries. Polly was told this change was made because McCoy was working out of the State Emergency Operations Center ("SEOC").

14. On March 17, 2020, Polly was moved to the SEOC but was not asked to resume COVID-19 related media responses.

15. In early April 2020, Polly received a request for emails from specific IDPH email addresses relating to COVID-19. The email addresses specified were the state's normal email addresses, not the ECC email addresses.

16. Polly asked Assistant Attorney General Adams whether the ECC emails should be produced. Ms. Adams eventually confirmed that the ECC emails should be included in response to this specific request. Although similar requests were later made by other news agencies, the ECC emails were never again searched and responsive documents in the ECC emails were never again produced. Polly repeatedly inquired of Ms. Adams via email regarding whether the ECC emails should be produced but never received a response.



17. In April 2020, Pat Garrett complained that Polly was posting the daily new case numbers to the IDPH website prior to the Governor's press conference. On April 19, 2020, Polly emailed Reisetter stating that she had only done this once several weeks before. Polly complained to Reisetter that she was being accused of something she didn't do.

18. On April 20, 2020, Gerd Clabaugh (Director of IDPH) told Polly that she was no longer allowed to update the IDPH website.

19. During the week of April 21, 2020, Polly informed her supervisors that a news reporter had brought to her attention the unsanitary working conditions and lack of social distancing at the SEOC. Multiple persons, including Director Clabaugh, demanded the name of the journalist who made this observation. When Polly refused to give the name of the journalist, more assigned job duties were taken from her including being in charge of social media and working with the counties and local government entities.

20. In May 2020, Polly fulfilled an open records request submitted by Iowa Public Radio. Later that month, the New Yorker and USA Today made a very similar request. Polly informed the New Yorker and USA Today that if they slightly modified their requests, she could immediately produce the emails that had already been approved for release to Iowa Public Radio.

21. The New Yorker and USA Today modified their request and later asked Polly to send them all responses to open records requests submitted by other news agencies. Polly did so because this was a common practice in state government. For example, the Department of Natural Resources posts all public information requests on their website (<https://iowaopenrecords.nextrequest.com/requests>).

22. In late May 2020, the New Yorker began asking questions critical of the State Hygienic Lab referencing the documents produced by Polly. Reisetter sent Polly an email

questioning how the New Yorker received those documents. When Polly responded, Reisetter asked whether producing the documents “was even legal.”

23. On June 4, 2020, Polly was no longer allowed to respond to any open records requests, including those dealing with COVID-19.

24. On June 15, 2020, the New Yorker published an article critical of the company running “Test Iowa” utilizing the previously released emails. On June 17, 2020, Polly was no longer allowed to respond to any media inquiries involving COVID-19 or any other infectious disease.

25. Throughout March, April, May and June of 2020, Polly had regular conversations with Karla Dorman (Human Resources). Polly complained to Ms. Dorman that the ongoing removal of her duties and responsibilities amounted to mismanagement, abuse of authority and a specific danger to public health given the ongoing state-wide pandemic.

26. On July 2 or 3, 2020, Tony Leys with the Des Moines Register asked Polly for the pregnancy termination statistics for the State of Iowa. This is publicly available information routinely produced in the past. Polly gave Mr. Leys the requested information.

27. On July 12, 2020, the Des Moines Register ran a story that showed the number of pregnancy terminations in Iowa had climbed by 25% in 2019 after continuously decreasing for decades. The article attributed the increase to the decision to cease participation in a federally funded family planning program.

28. The Leys article was likely embarrassing to Governor Reynolds who promoted and supported the 2017 plan to expel Planned Parenthood and other abortion providers from family planning programs and replace it with a state financed program

29. On July 15, 2020, Polly was told, in the midst of an ongoing state and nation-wide pandemic, that she could either resign or be terminated due to “restructuring.” Polly initially chose termination, but agreed to an involuntary resignation after being told that she would forfeit her accumulated vacation time if terminated.

**COUNT I**  
**WRONGFUL DISCHARGE IN VIOLATION OF**  
**IOWA CODE SECTION 70A.28**

30. Polly realleges and incorporates by reference the allegations contained in paragraphs 1 through 29 as if fully set forth herein.

31. Throughout March, April, May and June of 2020, Polly had regular conversations with Karla Dorman, a person providing human resources management for the State of Iowa, where she reported and disclosed that, among other things, the ongoing removal of her duties and responsibilities amounted to mismanagement, abuse of authority and a specific danger to public health given the ongoing state-wide pandemic.

32. Polly was stripped of her duties and eventually terminated after reporting and disclosing the aforementioned conduct to Karla Dorman. Polly’s disclosures to Dorman were a cause of Defendants’ decision to strip her of duties and terminate her employment. Any reasons proffered by defendants for stripping her of her duties and terminating her employment are pretextual.

33. The actions and conduct of Reynolds and Garrett in terminating Polly’s employment constitutes a simple misdemeanor under Iowa Code §70A.28(4).

34. As a direct and proximate result of Defendants’ actions, Polly has suffered and will continue to suffer loss of wages, benefits, job security and other emoluments of employment

and has suffered and will continue to suffer mental anguish, emotional distress and damage to her reputation.

WHEREFORE, Plaintiff Polly Carver-Kimm requests judgment against Defendants, and each of them, in such an amount as will fully and fairly compensate her for her injuries and damages, for attorney fees and costs, for interest as allowed by law, for reinstatement, for backpay, and for such other and further relief, including but not limited to front pay, as the court deems equitable on the premises including injunctive and declaratory relief.

**COUNT II**  
**WRONGFUL DISCHARGE IN VIOLATION OF PUBLIC POLICY**

COMES NOW the Claimant, Polly Carver-Kimm, and for her cause of action against the State of Iowa, Kim Reynolds and Pat Garrett and states as follows:

35. Polly realleges and incorporates by reference the allegations contained in paragraphs 1 through 29 as if fully set forth herein.

36. Polly was stripped of her duties and later terminated after she made repeated efforts to comply with Iowa's Open Records law (Chapter 22) by producing documents and information to local and national media regarding the State of Iowa's response to the ongoing pandemic and other routine state matters.

37. The act of compiling and producing records requested by media outlets and members of the public, pursuant to Iowa Code Chapter 22, was in furtherance of the clear public policy of the State of Iowa to free and open examination of public records even if such examination may cause inconvenience or embarrassment to public officials. Iowa Code §22.8(3) (2019).

38. Polly's termination violates well established public policy of the State of Iowa as defined by statute, regulation and judicial decision, and this public policy is undermined and jeopardized under the circumstances of this case.

39. The State of Iowa, Kim Reynold and Pat Garrett stripped Polly of her duties and responsibilities and terminated her employment as a result of her participation in protected activity.

40. The reasons proffered for her discharge are pretextual and the State of Iowa, Kim Renyolds and Pat Garrett lack any legitimate reason to terminate her employment.

41. As a result of the actions of the State of Iowa, its agents, servants and employees, including Kim Reynolds and Pat Garrett, Polly has suffered and will continue to suffer loss of wages, benefits, job security and other emoluments of employment and has suffered and will continue to suffer mental anguish, emotional distress and damage to her reputation.

WHEREFORE, Claimant Polly Carver-Kimm requests judgment against the State of Iowa, Kim Reynolds and Pat Garrett in such an amount as will fully and fairly compensate her for her injuries and damages, for interest as allowed by law, the costs of this action and for such other and further relief as the court deems just and equitable.

**COUNT III**  
**VIOLATION OF RIGHT TO FREEDOM OF SPEECH**  
**IOWA STATE CONSTITUTION ARTICLE I, § 7**

42. Polly realleges and incorporates by reference paragraphs 1 through 29 as previously set forth herein.

43. By disclosing documents and information to the public, Polly engaged in protected speech under Article I, Section 7 of the Iowa Constitution.

44. The conduct of the State of Iowa, Kim Reynolds and Pat Garrett as described herein violated Polly's rights under the Iowa Constitution Article I, Section 7 by terminating her for her protected speech.

45. As a direct and proximate result of the actions of the State of Iowa, Kim Reynolds and Pat Garrett, Polly has suffered and will continue to suffer loss of wages, benefits, job security and other emoluments of employment and has suffered and will continue to suffer mental anguish, emotional distress and damage to her reputation.

WHEREFORE, Claimant Polly Carver-Kimm requests judgment against the State of Iowa, Kim Reynolds and Pat Garrett in such an amount as will fully and fairly compensate her for his injuries and damages, for interest as allowed by law, the costs of this action and for such other and further relief as the court deems just and equitable.

/s/ THOMAS J. DUFF

THOMAS J. DUFF

/s/ JIM DUFF

JIM T. DUFF

DUFF LAW FIRM, PLC

The Galleria

4090 Westown Pkwy, Suite 102

West Des Moines, Iowa 50266

Telephone: (515) 224-4999

Fax: (515) 327-5401

Email : [tom@tdufflaw.com](mailto:tom@tdufflaw.com)

[jim@tdufflaw.com](mailto:jim@tdufflaw.com)

[wendy@tdufflaw.com](mailto:wendy@tdufflaw.com)

ATTORNEYS FOR PLAINTIFFS

Original electronically filed.