

Good morning and thank you Chairwoman Maloney and Members of the Committee for holding this important roundtable and for taking steps to create a change that all women can benefit from; the opportunity to work in environments free of harassment.

My name is Emily Applegate. I began working for the Washington Football Team exactly 8 years ago as of tomorrow. While my time with the team was short, my experiences there altered the structure of my entire life.

In July of 2020, the Washington Post published a story, that quoted me saying, working for the Washington Football Team was “the most miserable experience of my life.” I stand by that statement to this day. To add to it, dealing with the NFL, Roger Goodell, and Dan Snyder has continued to be the most miserable experience.

On a daily basis, I was sexually harassed by my direct boss, the Chief Marketing Officer of the team. Every day I was forced into uncomfortable conversations about my body and about my appearance. I was told to wear tight outfits to events so clients had something to look at. I was asked invasive questions about my dating life, specifically if I was interested in older men since my boss was significantly older than me. I was told I wasn't allowed to wear flat shoes because he liked the way my body looked better in high heels. My photo was taken without my permission and passed to other executives. I was called Jewish slurs that refer to a non-Jewish woman who is sexualized. A slur a Rabbi described as “simply indefensible, condescending, racist, and misogynistic.”

When I stood up for myself, I was told I was a distraction as if it was my fault that grown men in a professional setting were unable to control themselves.

To address the most common question I get; why didn't you report to human resources? I didn't report to human resources because Dan Snyder created a culture where this behavior was accepted and encouraged. I was told not to speak to Dan Snyder or to even look at Dan Snyder. Many employees were intimidated into not speaking to him and intimidated into not reporting the harassment. Anytime suggestions were made to create processes to report the behavior we're describing today, it seemed to fall on deaf ears, as evidenced by the fact that little to no concrete changes were made. If changes were made, the culture of harassment would never have been able to continue.

Instead of taking any accountability, Dan Snyder and his wife have claimed to be victims while at the same time the harassment investigation was happening, they accumulated more wealth from becoming the sole owners of the Washington Football Team, courtesy of the NFL. Roger Goodell has proven once again he is unequipped to handle important issues within the NFL. He has mishandled social justice issues, domestic violence issues, and now sexual harassment issues. Worst of all, there have been too many people that have become collateral damage while these two men continue to cover up over 2 decades of harassment.

Today is when the journey of truly holding these people accountable begins. Today is when Democrats and Republicans come together to ensure that what we experienced, will not be

tolerated anywhere in this country. Today is when we can make a difference and show the American people how impactful Congress can be.

Those that sit here today and many others came forward at great personal risk. We did our part believing that we would help employees across all industries but to our shock and disappointment, the NFL did nothing. When the investigation of the air pressure of Tom Brady's football concludes with a 200 plus page report but the investigation into two decades of sexual harassment concludes with nothing, it shows the NFL's complete lack of respect towards women, their employees, and our culture as a country.

Today, the same as every day, I am asking for transparency and accountability. I am, once again, asking the NFL to release the report and take appropriate action.

I'm grateful to every woman and man who spoke out about their experiences with the Washington Football Team. It is extremely difficult to repeatedly share your personal experiences on such a large stage.

Thank you all again for taking this issue on, an issue big enough that if handled properly, will positively affect people's lives across the country. I'm looking forward to seeing our government work to improve the lives of all Americans and by putting an end to sexual harassment and discrimination in the workplace.