

Office of the Associate Superintendent of Personnel  
and Employee Relations  
Auburn School District No. 408

TO: Dean Stainbrook  
FROM: Larry DeButler  
DATE: December 3, 1996  
SUBJECT: Student complaints

The purpose of our meeting is to bring to conclusion the results of the investigation into student complaints and to make recommendations following the closure of the investigation of those complaints by principal, Dr. Kip Herren.

It is my understanding that Dr. Herren extended to you the right to have union representation present at our meeting today and that you indicated that you did not wish the attendance of a union representative.

I have been informed that concerns of uncomfortableness by female students has been previously reported while you were acting in your capacity as a coach. These concerns occurred when you were a cross country coach during the 1994-95 school year and, subsequently, as a track coach in the 1995-96 school year. These concerns were addressed in your coaching evaluation.

In the fall of 1996, additional female student complaints were registered regarding concerns of proximity and physical contact, primarily from students within your physics and physical science classes. Students were individually interviewed by Mr. George Hegenfritz and Dr. Herren. The results of that investigation, in part, was shared with you in Dr. Herren's memorandum of November 4 (copy attached).

I'm informed that while you do not refute the findings of the investigation, you have been very clear in attempting to assure that you have no intent to cause the feelings of discomfort reported by female students. In his comments to me, Dr. Herren makes very clear the fact that he has communicated to you that it is not the intent of a person's actions that are judged when it comes to potentially harassing behaviors but the effect of those behaviors.

Based upon continued student concerns, the following will be expected from you:

1. You are cautioned to avoid any semblance of sexual harassing behaviors with any person. The definition of sexual harassment does include proximity concerns and inappropriate touching. Further instances will be cause for further disciplinary action, including the possibility of termination. I have attached a copy of Auburn School District's bulletin on sexual harassment and a copy of the policy relevant to sexual harassment.