



Lakota Junior High School

1415 SOUTHWEST 314TH STREET
FEDERAL WAY, WASHINGTON 98023
TELEPHONE: 827-7081 - 838-4500

March 7, 1994

KARIN STEVENS, PRINCIPAL
KATHY ERDAHL, ASST. PRINCIPAL

To: Tom Murphy, Assistant Superintendent

From: Karin Stevens *KW*

Re: complaint filed by Micky Osburn

This memo is to give you a chronology of the complaint filed against Mr. Jensen, Lakota math teacher, by Micky Osburn, campus supervisor. On Friday, February 25, Mrs. Osburn complained to me that Mr. Jensen had touched her butt during an intermission for our basketball game the day before. She said that it was about 5:00 p.m. and she was in the hallway and Mr. Jensen came up behind her and touched her. She did not complain to him but told a teacher who was supervising and standing in front of her that she would strike him if he did that again.

The teacher who witnessed her response, Brenda McBrayer, did not see Mr. Jensen do anything. Another Lakota staff member, Jan King, was also nearby and she saw nothing occur.

Mrs. Osburn told me on February 25 that she was going to file a complaint with her supervisor, Ray Jenne, Director of Security. I asked her to wait until we confronted Mr. Jensen with this information as I believed he had a right to know about the complaint. As I was gone the next two days from school, we set up a meeting on Thursday, March 3. Tom Pritchard, campus supervisor for Truman Alternative School, sat in on the meeting. At that time, Mrs. Osburn relayed her complaint and Mr. Jensen denied that it happened. He had no recollection of it and stated that.

After that meeting, I met briefly with Mr. Jensen and let him know that Mrs. Osburn would be filing an incident report over the matter. Later that day Mrs. Osburn came to me and told me she was considering taking the matter to another level. I told her I would remain neutral in whatever she chose to do because she had no evidence and no witness and it was her

word against his and that in similar circumstances in the past it became a draw -- no one could draw any conclusions. I gave her an example of a former Lakota certificated staff member that I had given a poor evaluation and how difficult the union had been with constant negative interactions directed at me personally and I had gathered evidence which could not be refuted. I warned her that she should expect that should she choose to take her complaint to the next step. I told her my personal experience was not pleasant and that if she got the same treatment, it would be very difficult for her. I then told her that she had to make her own decision.

The next morning I made a copy of the district policy on harrassment and gave her a form to file her complaint with the district. I believe she has done this and will be meeting with Randy Long.

Mr. Jenne called me this morning and told me Mrs. Osburn related to him my conversation with her and that I had tried to keep her from filing at the next level. She also told him about student complaints about Mr. Jensen's "friendliness" and about a recent complaint I received. I do have an anonymous letter that was given to me last week complaining about his overly friendliness. I have never received a formal, written complaint alledgng harrassment or sexual inappropriateness that has been signed. I have received verbal complaints from parents. One told me her daughter was not on the varsity volleyball team because she would not let Mr. Jensen hug her. Another objected to him slapping girls on the butt when they ran in to the volleyball game and I told Mr. Jensen and he stopped the practice.

I have warned Mr. Jensen that his "friendliness" could be misinterpreted and have told him of any complaints. I have also asked his peers to make him understand that students may misperceive his actions.

He was the Natural Helper advisor when I came to Lakota and at that time the "hugs for everyone" mentality was rampant and he hugged everyone. I told him that full, frontal hugs were not appropriate and that he should cease and he did. I do not believe that Mr. Jensen is seeking sexual gratification nor do I believe that he is predatory. It is easy for gossip and innuendo to ruin people's lives. I believe it is my duty to act when ever there is a suggestion of impropriety; however, evidence, proof or signed complaints are the only reasons I have to pursue such cases.