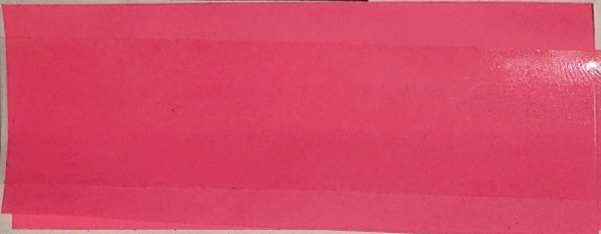


Via U.S. Mail Delivery



Re: Notification of Findings Regarding Complaint of Harassment



This letter is provided to you pursuant to Board Policy 5517–Anti-Harassment, as it relates to the complaint of harassment you brought to Mr. Brashear regarding Assistant Principal and Athletic Director, Mr. Murtha. I understand that the District’s Compliance Officer, Ms. Spangler, has met with you to provide you a summary of her investigation findings and conclusions and to answer any questions you may have.

Board Policy 5517–Anti-Harassment, defines sexual harassment-type conduct to include unwanted physical contact, unwelcome and inappropriate touching, patting, or pinching, and a pattern of conduct, which can be subtle in nature, that has sexual overtones and is intended to create or has the effect of creating discomfort to another, among other things. I affirm Ms. Spangler’s findings and conclude that Mr. Murtha engaged in physical contacts toward you that are prohibited by Board Policy 5517. Under Board Policy, those contacts are further defined as “sexual harassment” when the conduct has the purpose or effect of interfering with the individual’s work or educational performance; of creating an intimidating, hostile, or offensive working, and/or learning environment; or of interfering with one’s ability to participate in or benefit from a class or an educational program or activity. Mr. Murtha’s conduct was violative of Board Policy and has no place in Rossford Schools. However, because the conduct was not described as being so severe, persistent, or pervasive that it interfered with your educational performance or that it created a hostile educational environment, I conclude that Mr. Murtha’s conduct did not meet the strict definition of sexual harassment under Board Policy. Please understand that this conclusion is based on the specific definition in Board Policy, and does not change my overall conclusion that the allegations in your complaint were substantiated, as discussed above. Disciplinary and remedial action will be addressed separately with Mr. Murtha.

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