

June 29, 2016

Seattle Public Schools  
Superintendent Dr. Larry Nyland  
PO Box 34165, MS 32-150  
Seattle, WA 98124

Re: Brame Harassment, Intimidation, and Bullying Complaint

Dear Dr. Nyland:

It pains me to read the letter response I received recently regarding my complaint placed with the Human Resources Department in November 2015 (more than half a year ago) against my previous supervisor Mr. Eric McCurdy. ***I would like to appeal the decision outlined in the Human Resources letter written to me on June 20<sup>th</sup>, 2016 and sent to my home.***

The choice of response to this matter is deeply concerning because if these findings are instated as they are, Mr. McCurdy's cycle of abuse will be allowed to continue.

I proudly worked in the Seattle School District for 15 years, between Human Resources and the Athletic Department, I had planned on spending many more years working with the District. I applied for other positions within the District over the recent years that would have better suited where I had planned on taking my future career. I have a suspicion that Mr. McCurdy learned of those attempts and sabotaged my prospects. He many times reminded me that I needed to stay in the department out of "loyalty" since he had "saved my position so many times."

As mentioned in the original complaint letter, he would use inappropriate language in the office of a sexual and abusive nature talking about holding his "dick in his hands" and being "fucked in the ass without Vaseline" because of something that he felt was done to reflect bad upon him.

This treatment began shortly after he started in November 2010, with statements such as I wasn't married yet so I could spend long hours at work, to the time I resigned in March 2016. It was not a few minor indiscretions of poor choice jokes. This was continual. This was abuse. One who does not suffer from anxiety or nervous breakdowns does not just randomly suffer one from inappropriate language.

I was told on multiple occasions by Mr. McCurdy that I wasn't very smart for someone who holds a Master Degree; that no one liked or respected me anywhere in the district; never to trust anyone but him because everyone was after me; instructing me to go home, put my family to bed, and get back to work; and many other things detailed in my original letter from November 2015. These comments were more than a Supervisor needing training on how to have difficult conversations and performance expectations; as mentioned in the response letter. Regardless of how he felt my performance was; his behavior and treatment of me was highly abusive and inexcusable. It was far beyond a need for training. No one deserves to be treated as he abused me.

He has used my family time off taken over the years against me with statements that I need to work harder because others remember the time I took off and were upset I was gone. Many of these times were taken during school vacations (winter, spring, or summer breaks). There is a statement in the response regarding training for Supervisors on how to deal with vacation requests. My requests were never at inappropriate times and were typically catered around others in the Department. Due to my

longevity with the district, I ended every year with a good amount of use or lose time that I lost each year because he didn't believe I had the time or felt I didn't need to take the time. It was very upsetting to be denied the time I earned over my 15 years.

His continued abuse not only affected my work quality but it also impacted my home life. Almost every day I would come home stressed over the day's treatment, feeling degradation of my own self-worth, depression over what my professional life had become and once even causing a nervous breakdown. ***His intimidation and bullying resulted in precisely what was stated as part of Board Policy 3207.*** To instead be told that his behavior is nothing more than inappropriate comments and language is appalling, and is oblivious to the trauma I underwent with Mr. McCurdy as my supervisor.

A few months following the submission of my complaint in November 2015, Mr. McCurdy had made attempts to isolate me among my peers in the Athletic office. Upon the resignation of Mr. Harvard Jones, there were two Assistant Directors of Athletics hired to fill his position and another role within the Department. In a staff meeting shortly after these two new Assistant Directors started Mr. McCurdy had told everyone the Retire/Rehire brought into the office to help with tasks for the department as a whole had been informed she was to no longer help me with the duties she had been helping me with for a few years. There had been an increased amount of secretive behind closed door conversations when I was in the office. He would interrupt conversations others would be having with me and pull the other participant away. There was a lot of turning the back and whispering to others to exclude me. This behavior added the already existing stress that came from coming forward to report the mistreatment I was experiencing.

In November 2014 I sat in the office of a previous Employment Analyst, ready to make a complaint. I was walked there by a co-worker in another department who had seen the continuing after effects of the nervous breakdown I suffered after a particularly rough interaction with him. I chose not to file that day out of fear that my treatment would continue, he would retaliate against me, and nothing would be done to stop his abuse.

A year after this event I could no longer tolerate the abuse and filed this grievance. Seven months later, long overdue, I receive a letter from Human Resources confirming the fears and anxiety I had sitting in that office in 2014. Mr. McCurdy often bragged around the office how no one could touch him and how some upper management would "always have his back" or he could manipulate them. I strongly feel he has accomplished this again, as it appeared he had in previous complaints against him from others. To be told that his behavior is nothing more than inappropriate comments or language in the work place is hurtful coming from a place that I held pride in working with for 15 years and planned to retire from.

This behavior of intimidation, bullying, & torment was not only experienced by myself. There were two others in the office that witnessed, felt, and experienced similar treatment. They too were affected by this intimidation and bullying. In addition, this mistreatment was felt by others outside of the central Athletic Office that on many occasions had confided in the distaste of mistreatment during their own interactions with Mr. McCurdy.

My resignation from Seattle Public Schools should not have any bearing on whether or not my complaint is valid. After waiting and waiting for a reply from Human Resources I could no longer work in that hostile environment; hence my resignation from Seattle Public Schools and away from the purview of Mr. McCurdy. I was originally told that there would be a decision within 45 days. That did not happen. I still

had to share the office with him and become isolated since the decision was to leave him in place during the investigation. It became apparent that nothing was going to come of my November 2015 complaint. It seems like the only reason the investigation was even closed with an official letter was because I inquired repeatedly about the final decision.

Just before I departed my position I inquired about the status of the investigation again, and mentioned the additional 9 days of paid vacation I was losing outside of my permitted cash-out of 240-hours. I was offered payment for those 9 days; if I signed paperwork agreeing to drop all legal matters and disregard this complaint without seeing the final results. This offer felt as if it was a further insult and protection of Mr. McCurdy and fell in line with my continued trauma.

**Again, over 200 days (seven months) of investigating this matter.**

It appears from the decision letter that my statements and those from others in regard to the treatment received by Mr. McCurdy was minimized to nothing more than a few inappropriate comments in the office setting, focusing on that and my loss of use or lose vacation over the years. My overall complaint included the trauma from the abuse that I experienced for 5 years under Mr. McCurdy's supervision and should be of great concern. It took a lot for me to come out of my fear that my complaint was never going to be heard. I had been encouraged that this type of behavior would not be tolerated and it needed to be shared. Instead I sit here pondering the final decision that appears to do little more than brush my experience under the rug with no real action taken on it. Nothing to compensate the trauma I experienced under Mr. McCurdy's supervision. Only to be directed to his immediate supervisor and an overall supervisors training regarding vacation and how to have difficult conversations. I feel this investigation was grossly mishandled and should not have been investigated in house because of his level of position. It should not have taken as long as it did and I feel there are others that would have spoken if not also intimidated by Mr. McCurdy's treatment.

This response only confirms the fears I had in 2014 and supports why I walked out of that Employment Analysts office without complaint. It appears that nothing substantial is going to happen 7 months after I finally had the strength to speak up against the abuse received by someone in a high managerial position.

***So yes, I would like to appeal the decision set forth in my November 2015 complaint against Mr. McCurdy.***

I thank you for your time and can be reached via phone \_\_\_\_\_ or email \_\_\_\_\_

Thank you,

Krystyana Brame