

July 28, 2016

Via Regular and Certified Mail

Krystyana Brame

Re: Harassment, Intimidation, and Bullying Appeal

Dear Ms. Brame:

Thank you for your letter dated June 29, 2016. Under Seattle School District ("District") Superintendent Procedure 3207SP.B (Prohibition of Harassment, Intimidation & Bullying – Adults), either the Superintendent or Deputy Superintendent may hear your appeal of the non-finding of Harassment, Intimidation, and Bullying ("HIB") by the District's Human Resources ("HR") Department. Superintendent Larry Nyland assigned this appeal to me. Please know that I take this responsibility very seriously and I have carefully read your appeal letter, Dr. Clover Codd's letter dated June 20, 2016, the investigative report, and applicable District policies and procedures.

Based on my review of Policy 3207 and Superintendent Procedure 3207SP.B, and the investigation report, I find that Mr. McCurdy's actions toward you did violate the District's HIB policy. The Seattle Public Schools does not tolerate vulgar and profane comments or language in the workplace.

To ensure that such behavior does not continue in the Athletic Department, I have met with Mr. McCurdy and I know that his supervisor is working with him to correct and change his behavior so that similar issues will not come up in the Athletic Department. This behavior will not be allowed to continue. In fact, I will continue to monitor the situation to ensure that all staff and school staff affiliated with the Athletic Department are treated in a manner that complies with the District's HIB policy and procedure.

Lastly, I agree with your recommendation that when complaints come up concerning high level executives, that we should consider whether such investigations should be handled by an outside investigator. Moving forward, I will be asking this question of HR and other departments tasked with doing investigations.

This is a final decision of the District. Although I did find HIB, if you desire to appeal my decision you may appeal this decision to King County Superior Court under the process listed in RCW 28A.645. This appeal must be made within 30 days of the date of receiving this letter.

Again, thank you for bringing this issue to my attention.

Sincerely,

Stephen J. Nielsen
Deputy Superintendent

cc: Larry Nyland, Superintendent
Clover Codd, Assistant Superintendent Human Resources
Flip Herndon, Associate Superintendent for Capital, Facilities, and Enrollment
Denise Williams-Saunders, HR Manager