

San Dieguito

Union High School District

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Canyon Crest HS Academy
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Diegueño MS
Earl Warren MS
La Costa Canyon HS
North Coast Alternative HS
Oak Crest MS
San Dieguito Adult Education
San Dieguito HS Academy
Sunset HS
Torrey Pines HS

To: Donn Boyd
From: Garry W. Thornton
Subject: Follow – up of Meeting
Date: January 30, 2007
Cc Terry King, Dr. Barbara Gauthier

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FEB - 1 2007

SDUHS
HUMAN RESOURCES

Donn, on Friday, January 25, Barbara Gauthier and I met with you to discuss a student complaint against you. We started with Barbara explaining the purpose of the meeting, which was to review the student's complaint, and to hear your view of the situation. She began by informing you of the seriousness of the complaint and offering you the opportunity to have your SDAFA representative present during the meeting. You declined to have your representative in the meeting and so Barbara went on to explain what the student had said. She then offered you the opportunity to tell your view of the situation.

The student, _____, expressed to Dr. Jones that she felt uncomfortable around you. She said that she was walking near your class and you stopped her to talk. She stated that you told her that you were looking forward to having her in class this next term. She also stated that as you concluded the conversation with her, you touched her on the stomach and this made her feel uncomfortable.

_____ expressed another concern. She said she had you as her math teacher last year and you placed her seat near your desk. She said that you moved several students' seats in the class more than once but her desk was left close to your desk. As a result other students made fun of her, because they believed that you treated her as if she was special to you.

Donn, you expressed shock at the girl's statements. You said that you believed you had a good relationship with the young lady. You agreed that you had a conversation with her as she stated but your intent was good, and that you only wanted her to know that you looked forward to having her in class because she is a good student. You said that you touched her stomach with your fist closed in the same manner as athletes hit each other's fists. You stated that you meant nothing more than to be friendly.

You also informed Barbara and me that you are a contact-type person. Your wife has a daycare and you hug the kids all the time but you do nothing that crosses the line. You expressed to us that you would be careful in the future.

As Barbara and I stated on Friday, our responsibility is to protect you and the student. We informed you, and you agreed that _____ would be removed from your class. We also agreed that in the future you must not

touch students. Donn, based on the fact that you do not know how a student may respond to your contact, you must adhere to this agreement.

I mentioned in the meeting that our district has an outstanding Sexual Harassment Training program and at the next scheduled training we want you to attend. We will provide notice of the training date in advance and, if needed, provide a substitute for you to attend. It will serve as a reminder of the seriousness of sexual harassment, including perceived sexual harassment in the work place.

During our meeting, I recommended that you avoid approaching the student to defend yourself. Treat _____ as you would any other student; greet her if she crosses your path but do not go out of your way to seek her out or to avoid her.

Finally Donn, we are all committed to keeping this conversation between the parties who must discuss the issue, as we believe this to be in the best interest of all concerned.