

Summary of Report

[REDACTED]

On Wednesday, June 5th, 2013, I contacted Associate Superintendent of Ed Services, Charles Young, requesting a confidential meeting. I asked that we meet soon and that our meeting remain confidential. Dr. Young responded promptly via email, and we agreed to meet the following day, Thursday, June 6th, 2013 at 2:30 pm.

During our meeting on Thursday, June 6th, 2013, I shared with Dr. Young that this was the most difficult professional decision and conversation that I've had during my time in the district [REDACTED]. I explained to Dr. Young that I contacted [REDACTED] on this matter.

It was during this conversation with [REDACTED] that I was informed of my duty to report the many incidences that have been brought to me by numerous staff members at Palo Alto High School. Hence, my request to meet with Dr. Young, our uniform complaint and Title IX Officer for the Palo Alto Unified School District. My only regret is that I did not come forward sooner and bring this matter to the attention of the district officials earlier this school year. The information that I have known and been made aware of has caused me many sleepless nights, yet as I explained, I feared retaliation from [REDACTED] Phil Winston. I also struggled with the decision to speak with him directly about the concerns I have been made aware of and of my own personal concerns, but felt that he would not respond appropriately and the situation would be made worse.

As I explained to Dr. Young in our meeting, I have had many conversations over the last 3 years with staff members from all departments about numerous insensitive, inappropriate, and sexually harassing comments I have witnessed or others have witnessed involving our Principal, Phil Winston. These comments caused staff immediate discomfort when Principal Winston began his tenure at Palo Alto High School in 2010-2011. For example, he told the classified staff members in a meeting in September of 2010 that if they didn't like his decision (to hold students more accountable) "they need to look for a job elsewhere." This caused great fear among the classified staff and when brought to Phil's attention [REDACTED] he tried to rectify the situation. However, the damage was done and the message remained that there was "a new sheriff in town" as one classified staff member explained it. In 2010-2011, I began to notice early on that Phil [REDACTED] and felt as though he [REDACTED]

[REDACTED]

"Stop thinking like a Mom" was an expression he has said [REDACTED] in front of others and on more than one occasion. He told [REDACTED] and other staff members that "sometimes I like to ask [REDACTED] what [REDACTED] thinks and then do the complete opposite." This speaks to the power dynamic Phil has carefully created during his tenure at Palo Alto High School and

my inability to confront him sooner on his concerning behavior.

The environment at Palo Alto High School has worsened over time. In early April 2013 shortly after Spring Break, three [REDACTED], [REDACTED], [REDACTED] and [REDACTED] approached me on separate occasions to discuss their concerns regarding comments made by Principal Winston to their colleague, [REDACTED]. It was reported to me that [REDACTED] shared with [REDACTED] colleagues that [REDACTED] believes Phil Winston is flirtatious, "hitting on" [REDACTED] and causing [REDACTED] great discomfort [REDACTED]. [REDACTED] told [REDACTED] colleagues that it is so bad [REDACTED] does not want to be alone in a room with him. [REDACTED] reports that he would hug [REDACTED] rub [REDACTED] back, put his arms around [REDACTED] and make comments that were inappropriate. I witnessed some of the physical touching firsthand after it was reported to me.

When the other [REDACTED] learned of this, they urged [REDACTED] to go to HR or the District Office. [REDACTED] refused saying [REDACTED] fears retaliation and feels that a "good ole' boys network" exists at 25 Churchill. "Who would protect [REDACTED]? [REDACTED] needs a job and career now [REDACTED] and [REDACTED] were very upset by what [REDACTED] had reported and felt someone must do something. They each came to me separately out of concern for [REDACTED] well-being. [REDACTED] reported that he has had conversations with [REDACTED] on our campus about similar feelings towards our Principal. When I asked who, [REDACTED] said, [REDACTED] would not tell me names of others, but said they are not the only [REDACTED] has talked to who feel this way.

After listening to their concerns about [REDACTED], I advised them to speak with HR, Dr. Young and/or Dr. Skelly directly themselves to report what they learned. [REDACTED], [REDACTED], and [REDACTED] did not want to proceed at the time because they feared retaliation against [REDACTED] and wanted to respect [REDACTED] wishes so that the situation would not be made worse. I approached [REDACTED] the same day I first learned of this and reassured [REDACTED] that if [REDACTED] spoke to HR, [REDACTED] name would be kept confidential and that [REDACTED] would be doing "the right thing." I explained that if [REDACTED] couldn't speak with Principal Winston directly, [REDACTED] should speak to HR, Superintendent Dr. Skelly, [REDACTED] or [REDACTED] PAEA rep for advice. [REDACTED] still refused, but was grateful for the support and acknowledgement I offered [REDACTED]. I told [REDACTED] that I needed to look into next steps further to see what I must do on my end now that I know [REDACTED] feelings. [REDACTED] understood.

In my meeting with Dr. Young, I shared a hard copy of an email sent to Ed Council on June 4, 2013, regarding the student streaking on campus and safety concerns as expressed by our [REDACTED]. Again, I've had numerous conversations with staff members about the "mixed-messages" they feel Principal Phil Winston has sent the entire community regarding this "tradition." For instance, he has made jokes of the streaking in his speeches at Baccalaureate and Graduation every year. In 2011, he wore one of the masks of a streaker at Baccalaureate, despite [REDACTED] others [REDACTED] saying this

was probably not a good idea. On May 23, [REDACTED] reported to me that [REDACTED] told him "Mr. Winston asked me if my friends boobs hurt when she was running naked through the quad."

In May of 2013, we had streakers every day during brunch and lunch for the entire month. I don't have an exact count, but am sure it is well over 100. The streaking has now extended into the library and other places on campus. Not all students are comfortable with how streaking is handled, or not handled, by the administration, but they are afraid to speak up. Principal Winston has sent the message to the students that there are clearly little or no consequences. I've spoke with parents who also feel the same pressure to not speak out. Finally, staff members report that they will not go outside during the month of May for fear they will see a naked student of theirs. Quite honestly, I'm tired of having to watch naked students everyday for an entire month, [REDACTED] and believe this situation has created a hostile work environment on our campus. When [REDACTED] up the idea of increased security or police presence, I'm dismissed and/or the "lack of support from the DO" is blamed.

I shared all of the above information with Dr. Young in our conversation on Thursday, June 6th, 2013. Dr. Young informed me that he would speak with Dr. Skelly and Dr. Bowers as next steps, and that I should expect follow-up with HR.

On Friday, June 7th, 2013, I met with Assistant Superintendent Scott Bowers to discuss my concerns. Dr. Bowers explained next steps in the process, which included speaking directly with Principal Winston on his part. [REDACTED]

On Monday morning, June 10th, 2013, I spoke with Dr. Bowers, who informed me that the report was be taken very seriously. First, Dr. Bowers requested I hand over my notes in a sealed envelope, and I contact all of the teachers who have spoken to me about Principal Winston's behaviors to notify them of my report. I told Dr. Bowers that I had some concerns about these steps, but I would comply if this is what he wanted. At 10:30 am, Dr. Bowers called me again and asked me to hold off on contacting individuals and that the district would be conducting their own investigation. I responded that I would willingly hand over my notes and names for investigative purposes. By presenting Dr. Bowers and the Palo Alto Unified School District the attached notes and detailed information, I hope I have met my obligation for my role in this process to report this matter.

Please find attached to this document my personal notes regarding different incidences and comments that speak to Principal Winston's inappropriate conduct and behavior as Principal of Palo Alto High School. This is not an exhaustive list. It is my belief that if an investigation were conducted, many staff members would add examples that have been upsetting and hurtful to them and/or resulted in an unsafe learning/working environment for the students and staff at Palo Alto High School.

I bring this information forward as my duty to report and in the hopes that the district will conduct their own fair investigation on this matter. I believe the staff at Palo Alto High School need to be ensured that the working/learning conditions at Palo Alto High School will greatly improve for the 2013-2014 school year. While I have great concerns about Phil Winston's general competence in his role and how this relates to our upcoming WASC process and the Title IX investigation, as I shared with Dr. Young on June 6th, 2013, the immediate issue that I hope to see resolved is improving the climate for women and girls on our campus.

If the district conducts an investigation, the individuals below can provide additional details and information. I put an asterick next to those who have witnessed sexually harassing behavior with either colleagues, themselves or students. I've been asked to provide this list of names to the Assistant Superintendent of Human Resources, Dr. Bowers. The following individuals have spoken directly to me concerning Principal Winston's inappropriate behavior and general concerns regarding his competence.

[REDACTED]

[REDACTED]

Please do not hesitate to contact me if I can be of further assistance in this matter.

Respectfully submitted,

[REDACTED]