

6/18/13

Scott Bowers phone conversation with [REDACTED], 6/13/13

I phoned [REDACTED] and we played phone tag before we connected. I asked [REDACTED] about the conversation [REDACTED] had with [REDACTED] who reportedly said the principal told [REDACTED] to "sit on [REDACTED] boyfriend's face". [REDACTED] didn't remember many details so I asked [REDACTED] if [REDACTED] would contact [REDACTED] to get more details on the circumstance.

The exchange took place in the library in the spring of the 2011-12 school year. [REDACTED] mentioned this is conversation with [REDACTED] during the fall of the 2012-13 school year when [REDACTED]

[REDACTED] called [REDACTED] and reported the following:

1. [REDACTED] said that [REDACTED] and [REDACTED] boyfriend were in the library talking with the principal.
2. [REDACTED] boyfriend got up and left the library and [REDACTED] said the principal then said to [REDACTED], "You know how you get your boyfriend to do what you want? You need to sit on him, whip him, and wrap your legs around his head."
3. [REDACTED] said [REDACTED] though what he said was "icky" and let it go.

6/18/13

Scott Bowers conversation with [REDACTED] 6/13/13

I went to talk with [REDACTED] and we took a walk [REDACTED] to chat about what had been reported to us about the principal's possible sexual harassment of [REDACTED]. The following are the key points of that conversation.

[REDACTED] was with other [REDACTED] and they were having a general "bitch" session about the principal. During the conversation, [REDACTED] shared [REDACTED] feelings about the principal and recounted certain situations that made [REDACTED] feel the way that [REDACTED] did. [REDACTED] indicated that [REDACTED] didn't feel the need to report any of this.

1. [REDACTED] said that [REDACTED] feels the principal is stupid and ridiculous in his behavior
2. [REDACTED]
3. [REDACTED] indicated [REDACTED] was pretty fed up professionally with the principal.
4. [REDACTED] said [REDACTED] didn't think he was being malicious—that he was in a state of arrested adolescence and that he was not trying to be annoying.
5. [REDACTED] said [REDACTED] should have given him feedback but that [REDACTED] were a bigger focus for [REDACTED]
6. [REDACTED] said, "Did I think, should I go to the D.O.---no, I didn't"
7. [REDACTED] believe the principals thinks that they are buddies and that his behavior was not "come-on-to" behavior.
8. [REDACTED] didn't think he was going after [REDACTED]—that this was his general behavior.
9. [REDACTED] felt the need to warn [REDACTED] that came to school that he was "unconventional"
10. [REDACTED] said he would make comments that might be okay on fishing trip with his buddies but not a principal at a high school. (e.g. "No male should complain about how the girls on the school are dressing")

When I asked [REDACTED] whether [REDACTED] felt sexually harassed [REDACTED] said no. When I went on to ask if we went down a checklist and ticked off those things that constituted harassment would it qualify and [REDACTED] said probably. [REDACTED] again indicated that [REDACTED] felt [REDACTED] could handle the situation which is why [REDACTED] didn't go to anyone.

6/27/13

Scott Bowers phone conversation with [REDACTED], 6/27/13

I met with [REDACTED] during a break from [REDACTED]. I asked [REDACTED] what [REDACTED] experiences had been with Mr. Winston. I also asked [REDACTED] had had anyone else on the staff approach [REDACTED] with concerns about comments that Mr. Winston may have made to them.

[REDACTED] related the following incidents:

1. Phil would ask [REDACTED] questions about [REDACTED] income. ("How much does your [REDACTED] make?") [REDACTED] found this inappropriate and chose not to give him an answer.
2. Sat down at a desk and picked up a pair of "Bucky Balls" and made the comment about playing with the balls.
3. [REDACTED] mentioned that a student reported to [REDACTED] that Phil had said to a male student that he must be "getting a lot of pussy" from his girlfriend.
4. He said to [REDACTED] to "stop thinking like a mom" during a discussion about a student. [REDACTED] responded with "Seriously" and he backed off on his comment.

I asked [REDACTED] if [REDACTED] ever felt harassed by Phil and [REDACTED] responded "no." [REDACTED] indicated that [REDACTED] felt he made comments that were sophomoric but that [REDACTED] just dismissed them and went on with [REDACTED] business.

I also asked [REDACTED] to contact any of the teachers who had spoken to [REDACTED] and ask if they would speak with me. [REDACTED] emailed me several days later to let me know that I had already talked with one of the teachers [REDACTED] and the [REDACTED] asked the other one to call me (I haven't received a call from someone as yet).

7/31/13

Scott Bowers conversation with [REDACTED], 7/31/13

I was finally able to meet with [REDACTED] on Wednesday afternoon. We had been trying to find mutual time for a couple of weeks. The following are the key points of our discussion.

1. [REDACTED] said that [REDACTED] got to the point of not wanting to meet alone with him.
[REDACTED]
3. Indicated the behaviors started in Spring 2012
4. Indicated that Phil once referred to a male colleague as a pansy [REDACTED]
5. Indicated that Phil made comment in a meeting as he looked into the quad that the only reason [REDACTED] was popular with white girls is because of his black dong.
6. When [REDACTED] [REDACTED] Phil said "that is just their culture"
7. Phil asked [REDACTED] [REDACTED] didn't respond and he asked again in February. Told [REDACTED] that [REDACTED] was manipulative, inconsistent, no one wanted to work with [REDACTED], didn't even want to talk with [REDACTED]
8. [REDACTED] asked him where that was coming from so I know how to improve? He said, "when was the last time you collaborated with the [REDACTED]?" [REDACTED] told him [REDACTED] uncomfortable with a [REDACTED]. His response was to say, "You are just going to have to learn to keep your [REDACTED] at home." [REDACTED] left the meeting at that time.
9. [REDACTED] asked [REDACTED] what [REDACTED] should do about it. Got no response.
10. Met with Phil several weeks later and he didn't seem to remember that there had been a problem between them. No real contact after that.