

To: Ann Owen, Human Resources Director, Independent School District 555
From: Jane Marple, esq.
Re: James Johnson, Janitor, Abbott Elementary
October 3, 2022

This is the final investigative report of J. Johnson regarding Mr. Johnson's alleged violation of District policy #1329. Mr. Johnson is an employee of Independent School District 555, Pigs Eye, MN.

The investigation was initiated on August 30, 2022, and concluded on September 30, 2022.

Complaint

A complaint was submitted to principal Ava Coleman on August 16, 2022, stating that comments by Mr. Johnson to employee Jacob Hill at a staff meeting that day violated District policy #1329, the Respectful Workplace policy.

Interview Summaries

- At the August 16 meeting, Mr. Johnson stated that Mr. Hill had a "squirrely face" and would remain single for the rest of his life. Mr. Johnson also stated on multiple occasions that Mr. Hill's partner was not real.
- Mr. Johnson regularly calls Mr. Hill "lonely boy."
- On February 14, 2022, Mr. Johnson built a mock online dating profile of Mr. Hill using poster board and left it in his office where school employees may see.
- Employees believe Mr. Hill avoids submitting maintenance requests because Mr. Hill does not wish to interact with Mr. Johnson.
- Witnesses noted Mr. Hill removes his own trash and went without working lights in his classroom last spring.

Findings of Fact

- All employees of Abbott Elementary except principal Ava Coleman were present for a staff-wide meeting on August 16, 2022. Mr. Johnson attended this meeting.
- District policy #1329 requires employees to conduct themselves in a manner that demonstrates professionalism and respect for others in the workplace.
- Mr. Johnson received training on policy #1329 and acknowledged receipt by signature on July 13, 2019, and completed updated training on this policy on July 25, 2021.
- Mr. Johnson's behavior toward Mr. Hill prior at the all-staff meeting on August 16, 2022, was unprofessional and did not demonstrate respect for Mr. Hill.

Conclusion

Based on the above findings of fact, Mr. John's comments and behavior toward Mr. Hill on August 16, 2022, constituted a violation of District Policy #1329.