



SARASOTA
County Schools

Human Resources

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February 7, 2018

To: Board Members
Superintendent Bowden

From: Al Harayda, Employee Relations Administrator

RE: Equity Procedure Review Committee, February 20, 2018 Work Session

A draft of this procedure was discussed at the board work session on January 9, 2018. The Board asked for two specific items to be researched and presented to them during today's work session. The two areas researched were identified as 1. Reporting complaints about School Board Members and 2. How to handle oral reports. Following the work session, I sent emails to all school district based equity officers across the state asking the two questions, four responses were received from Hillsborough, Lee, Charlotte, and Marion counties. All the responses stated that they currently had no procedures that addressed complaints received about School Board Members, so our proposal would be to remove that suggestion from the proposed procedure. As for complaints received orally the districts reported that they needed to be in writing to be formally filed, however knowing that it was important to address this issue some language was added to the procedure to ensure follow through if deemed necessary even if the complainant did not formally file the complaint. Some concern was voiced about how to ensure that if the individual did not want to file a formal complaint how would we ensure that the individual remained exempt from public records request. Attorney Mr. Hardy discovered that the legislature recently amended the exemptions from public records law under 119.071 (2)(n) as it relates to complaints specific to sexual harassment stating "personal identifying information of the alleged victim in an allegation of sexual harassment is confidential and exempt".

We look forward to your feedback at the upcoming work session. Please feel free to contact me at 31217 with any questions.