



METRO  
PUBLIC  
SCHOOLS

Scott B. Lindsey, PHR  
Senior Director, Employee Relations  
Human Resources and Talent Services  
615.259.8636

October 30, 2017

Mr. Robert Blankenship

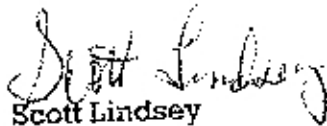
Dear Mr. Blankenship:

At the request of Dr. David Williams, Executive Director of Instruction, you are being placed on administrative leave with pay to examine accusations of harassment. It is alleged that you have harassed a co-worker. It was determined it would best to place you on administrative leave pending further investigation. This leave will last until the investigation is completed.

Please understand that this administrative leave with pay does not indicate corrective or disciplinary action on the part of the Metropolitan Nashville Public Schools. Should the administration decide to take further action resulting from this investigation, you will be informed.

You are not to return to school or attend any school events until you have been advised by me to do so.

Sincerely,

  
Scott Lindsey

cc: Dr. David Williams, Executive Director, Instruction  
Employee Central Office File (Certificated)



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November 22, 2017

Robert "Bob" Blankenship  
[REDACTED]

***Hand-delivered and mailed via US Mail***

Dear Mr. Blankenship:

The purpose of this letter is to inform you of the outcome of MNPS's investigation into an allegation of sexual harassment, inappropriate touching of one of your subordinates on more than one occasion and creating an intimidating work environment, which was initially reported on October 27, 2017.

As discussed with you during the investigation, MNPS takes such allegations very seriously and will not tolerate inappropriate behavior in the workplace. Employees are always encouraged to bring such matters to the attention of Human Resources at any time, without the fear of retaliation or reprisal. All such allegations are investigated and appropriate action taken to stop inappropriate conduct. MNPS has a commitment to comply with our policy and to provide our associates with a safe and professional work environment.

Our investigation is now complete and all employees involved or who were identified either by you or the complainant as being able to provide relevant information have been interviewed. Though there was not sufficient evidence to support a finding of discrimination based on sex, the allegation that you touched the complainants arm in a manner that was unwelcome on at least one occasion was corroborated and is inappropriate. Likewise, although there was not a finding of discrimination based on race/religion/national origin, you did engage in a conversation on a subject that was inappropriate and demonstrated a lack of sensitivity regarding a co-worker's alleged religious affiliation. We were unable to substantiate other allegations raised during the investigation that included discrimination based on race, national origin, and sexual orientation. Thus, while there is a finding of some inappropriate conduct, there is no finding of discrimination.

Effective Tuesday, November 28, 2017, you may return to work and will be issued a documented coaching notification regarding your behavior and district expectations to ensure that such behavior does not repeat itself. If you choose to return to your role as STEAM Director and the team remains intact, your team meetings for the next three months will be co-facilitated with another member of the Curriculum and Instruction leadership team. These actions are in addition to attending Sexual Harassment and Cultural Sensitivity Training. Should any new concerns arise, or any violations of policy occur, it may result in corrective action up to and including the recommendation for termination.

Respectfully,

Sharon Pertiller  
Executive Officer of Human Resources

Cc: Deborah Story, Chief of Human Resources

/slp

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