



CONFIDENTIAL

TO: O'DELL HENDERSON, DIRECTOR
LABOR MANAGEMENT AND EMPLOYEE RELATIONS

FROM: BRADLEY YOUNGBLOOD, COMPLIANCE INVESTIGATOR
COMPLIANCE AND INVESTIGATIONS *By*

SUBJECT: SHAUN WOODCOCK, ELECTRICIAN, AND SANDRA BROOKS,
PAINTER/GLAZER TECHNICIAN II, GENERAL MAINTENANCE

DATE: SEPTEMBER 1, 2021

Allegation: On July 2, 2021, the office of Compliance and Investigations received a request for an investigation from Gary Mitchell, specialist maintenance and renovations. According to the request, it is alleged that Shaun Woodcock electrician, made inappropriate comments about Sandra Brooks, painter/glazer technician II. The request also alleges that Mr. Woodcock is making these comments about Ms. Brooks without saying her name and behind her back.

Findings: This investigator spoke with multiple employees at C.B. Young Jr. Service Center regarding the allegations via in-person or telephone interviews, as listed: July 12, 2021, Sandra Brooks, painter/glazer technician II; July 13, 2021, Zachary Maupin, foreman preventative maintenance; July 14, 2021, Gary Mitchell, specialist maintenance and renovations; July 14, 2021, Shaun Woodcock, electrician; July 15, 2021, Michael Smith, foreman paint; July 20, 2021, Steven Conder and Robert Marler, plumbers; July 20, 2021, Teresa Purvis, painter/glazer technician II; and July 21, 2021, Jorge Garcia-Lemes, painter/glazer technician II.

Ms. Sandra Brooks, painter/glazer technician II

During this investigator's interview with Ms. Brooks, Ms. Brooks indicated that she retired from Jefferson County Public Schools (JCPS) in 2008 after working in nutrition and returned to JCPS in 2017 when she began her current employment as painter/glazer technician II.

When asked about the allegations of inappropriate comments said to her by Mr. Woodcock, Ms. Brooks indicated that her first incident with Mr. Woodcock was in 2017 or 2018 at Dawson Garage. Later, Ms. Brooks clarified that she could not remember the exact year of the incident, but acknowledged it may have occurred in 2018 due to Mr. Woodcock's employment not beginning until 2018. Ms. Brooks stated that Mr. Woodcock accused her of getting mad at him when he would not hook up her trailer. Ms. Brooks informed this investigator that she could not remember exactly what was said or any other details about the incident from 2018 between her and Mr. Woodcock. Ms. Brooks said she could not remember if there were any witnesses to the incident, but speculated Jorge Garcia-Lemes may have been a witness.

Ms. Brooks informed this investigator that following the verbal exchange between her and Mr. Woodcock in 2018, things "had cooled down," and noted that her department moved from Dawson Garage to C. B. Young Jr. Service Center at an unknown date.

When asked for other examples of verbal exchanges and/or inappropriate comments made to her by Mr. Woodcock, Ms. Brooks stated that Mr. Woodcock had approached her and an unnamed co-worker and "clapped his hands" while simultaneously telling her that she needed to "speed up." Ms. Brooks then clarified that Mr. Woodcock had not actually made the inappropriate comment to her directly, but rather directed the comment to an unnamed co-worker in a way that she would know that the comment was intended for Ms. Brooks instead of her co-worker. When asked for the name and contact information for her unnamed co-worker, Ms. Brooks informed this investigator she did not wish to identify her co-worker due to the co-worker's desire to "not get involved." Ms. Brooks was unable to provide this investigator with an approximate date of this incident.

Next, Ms. Brooks cited another example of Mr. Woodcock making inappropriate comments and stated that on one occasion, Mr. Woodcock approached her and an unnamed co-worker at the time clock. Ms. Brooks stated that while she and her co-worker stood near the time clock, Mr. Woodcock looked at her co-worker and said, "Well, we only have one painter anyhow." Ms. Brooks said that Mr. Woodcock purposefully said this to her co-worker in a "passive aggressive" manner that was intended to belittle, discredit, and be hurtful to her unnecessarily. As with the previous incident, Ms. Brooks was unable to provide this investigator with an approximate date of the incident. Additionally, Ms. Brooks noted that the unnamed co-worker in this example was the same co-worker from the previous example who wished "to not get involved."

Ms. Brooks said due to Mr. Woodcock's comments towards her, she always chooses to isolate herself and "stay away from cliques." Ms. Brooks clarified by saying that Mr. Woodcock and some of the other painters, plumbers, and electricians make up a "clique" due to their friendships with each other. When

asked if she has ever heard any other members of the perceived "clique" talk about her disrespectfully or make inappropriate comments to her, Ms. Brooks indicated that Mr. Woodcock was the only individual she witnessed making inappropriate comments within earshot.

Ms. Brooks then noted that she has two adult sons who work in her department at C. B. Young Jr. Service Center and indicated that Mr. Woodcock had recently approached her oldest son, Michael Smith, and spoke disparagingly about her to her son. Ms. Brooks clarified that Mr. Smith is not her immediate supervisor and is a foreman on an adjacent team.

When asked about her previous conversations with co-workers or her superiors about Mr. Woodcock's comments, Ms. Brooks stated that she has not said much to management; yet, she told management about the incident that occurred while she stood at the time clock. Ms. Brooks stated that frequently, Mr. Woodcock speaks disrespectfully about management, including Mr. Maupin, and Mr. Mitchell.

During the course of the investigation, this investigator was able to obtain a written statement from Ms. Brooks (Attachment A).

Mr. Zachary Maupin, foreman preventative maintenance

During this investigator's interview with Mr. Maupin, he stated that the unhealthy work relationship between Ms. Brooks and Mr. Woodcock "has been going on for a long time," and he was well aware of Ms. Brooks' concerns. Mr. Maupin indicated that Ms. Brooks was "very sweet," but stated that Mr. Woodcock and others "have issues" with Ms. Brooks. Mr. Maupin did not provide any details about the "issues" that Mr. Woodcock and others have with Ms. Brooks.

Furthermore, Mr. Maupin noted that he feels as though Ms. Brooks "doesn't like when someone doesn't like her," and stated that Ms. Brooks has approached him at various times to express concerns of "being bullied" by Mr. Woodcock. Mr. Maupin stated that on multiple occasions (dates unknown), he has explained to her that she has the right to call the office of Compliance & Investigations to initiate an investigation.

Mr. Maupin stated that he has never personally witnessed Mr. Woodcock or any other employee in his department make an inappropriate comment directly to Ms. Brooks or about Ms. Brooks, and said that all of the alleged comments have occurred during times when he has not been present. Although, Mr. Maupin said that there were "other" employees who have heard Mr. Woodcock "say inappropriate things to" Ms. Brooks or about her.

When asked for names of potential witnesses, Mr. Maupin stated that he could not remember the identities of many witnesses, but stated that Mr. Garcia-

Lemes, was one of the other painters who has personally witnessed some of the inappropriate comments made to Ms. Brooks by Mr. Woodcock. Mr. Maupin also noted that Ms. Brooks' oldest son, Mr. Smith, has been approached by Mr. Woodcock in an unprofessional manner as it relates to Ms. Brooks.

Then, Mr. Maupin stated that Mr. Woodcock would "frequently give everyone problems," including himself. Mr. Maupin did not provide details about the "problems" that Mr. Woodcock would create within the department. Lastly, Mr. Maupin noted that during the previous week, Mr. Woodcock was "terminated" for an unrelated matter.

Mr. Gary Mitchell, specialist maintenance and renovations

During this investigator's interview with Mr. Mitchell, he indicated that he was aware of the allegations against Mr. Woodcock and stated that he had recently asked Ms. Brooks to provide a written statement to him. Mr. Mitchell clarified that he asked Ms. Brooks to provide a written statement due to being Mr. Maupin's direct supervisor. Also, Mr. Mitchell verified that Mr. Maupin is Ms. Brooks' direct supervisor. Mr. Mitchell indicated that, to his knowledge, Ms. Brooks would first notify Mr. Maupin of the allegations and indicated that Mr. Maupin or Eric Williams, coordinator, would then inform Mr. Mitchell of the allegations of Mr. Woodcock's inappropriate behaviors. Mr. Mitchell stated this was the standard way Ms. Brooks would report concerns due to Mr. Maupin being Ms. Brooks' direct supervisor. Mr. Mitchell indicated that Mr. Williams recently retired. As a result, this investigator was unable to interview Mr. Williams.

Mr. Mitchell stated that once he obtained a written statement from Ms. Brooks (Attachment A), he initiated a due process meeting with Mr. Woodcock to speak about the allegations against him and noted that during the due process meeting, Mr. Woodcock "denied everything." Mr. Mitchell did not indicate the date of the due process meeting with Mr. Woodcock.

Mr. Shaun Woodcock, electrician

During this investigator's interview with Mr. Woodcock, Mr. Woodcock stated that he began his employment with JCPS in 2018. He said there were approximately 20 to 25 employees in his department, mostly consisting of electrician, plumbers, technicians, and painters.

When asked about the alleged inappropriate comments he made towards Ms. Brooks, Mr. Woodcock stated that the initial incident between him and Ms. Brooks occurred on an unknown date in 2020. On this unspecified date, there were four individuals in a work truck, including Ms. Brooks and him. While in the truck, Mr. Woodcock said he and Ms. Brooks "had some words." Mr. Woodcock could not recall the identity of the other two employees who were in the truck and stated that he could not remember most of what was said during the verbal

exchange between him and Ms. Brooks other than Mr. Woodcock admitting to saying "the F-bomb" and Ms. Brooks informing him that he would be hearing from her lawyer.

Mr. Woodcock stated that shortly thereafter, he had a meeting with Ms. Brooks and Mr. Maupin and stated that he (Mr. Woodcock) apologized for saying a curse word during the verbal exchange between him and Ms. Brooks.

Mr. Woodcock then stated that everything was fine for approximately one year, but that Ms. Brooks then began accusing him of "saying things to her." Mr. Woodcock was then asked if he had ever said anything inappropriate, disrespectful, or unprofessional, directly or indirectly, while in Ms. Brooks' presence, Initially, Mr. Woodcock said that he had not.

Then, Mr. Woodcock stated he does recall a time when he "jokingly" told Mr. Garcia-Lemes to "speed up" and admitted that Ms. Brooks may have been present when he jokingly made the comment to Mr. Garcia-Lemes. Mr. Woodcock denied that the comment was intended for Ms. Brooks and denied that his comment was a passive-aggressive way of being inappropriate towards Ms. Brooks.

Mr. Woodcock stated he could not recall any other comments, incidents, or verbal exchanges between him and Ms. Brooks and stated he had not spoken to Ms. Brooks in a long time. Mr. Woodcock also stated that he could not recall making any statements or comments, jokingly or not, that would be considered inappropriate while he was in close proximity to Ms. Brooks.

Mr. Michael Smith, foreman paint

During this investigator's interview with Mr. Smith, he stated he was aware of the allegations and he "tries not to get involved" because the issues involve his mother and his workplace.

Mr. Smith informed this investigator his mother has been approaching him for a little over a year to inform him of Mr. Woodcock's alleged inappropriate comments. Mr. Smith said initially he told Ms. Brooks to put her ear plugs in while at work. Mr. Smith informed this investigator that he works on an adjoining team and has never personally witnessed any interactions between Ms. Brooks and Mr. Woodcock.

Mr. Smith noted that just weeks before being interviewed by this investigator, Mr. Woodcock approached him in a restroom and "stood directly behind" him. Mr. Smith said Mr. Woodcock began asking him why Ms. Brooks "was lying on him" and Mr. Smith acknowledged that he "played dumb." Mr. Smith stated that next, Mr. Woodcock said, "Don't play dumb with me," and then stated he was "going to file a fucking grievance" against Ms. Brooks for making false allegations against

him. Mr. Smith stated Mr. Woodcock continued to get louder and louder and was beginning to encroach upon his personal space. Mr. Smith denied there were any witnesses to the verbal exchange between him and Mr. Woodcock.

During the course of the investigation, this investigator was able to obtain a written statement from Mr. Smith (Attachment B).

Mr. Steven Conder, plumber

During this investigator's interview with Mr. Conder, Mr. Conder verified he has worked on the same team as Ms. Brooks and Mr. Woodcock for years and was somewhat aware of the dysfunctional working relationship between Ms. Brooks and Mr. Woodcock.

When asked about the allegations, Mr. Conder indicated he has "never heard" Mr. Woodcock say anything derogatory, disrespectful, or hurtful directly to Ms. Brooks or about Ms. Brooks at any time. Mr. Conder also indicated neither he, nor Mr. Woodcock, interact with Ms. Brooks due to their perception that Ms. Brooks "has problems with everyone."

Next, Mr. Conder was asked if he was present during the incident when Mr. Woodcock allegedly made a "passive aggressive" comment to Mr. Garcia-Lemes (intended for Ms. Brooks), but Mr. Conder indicated that he was not present.

Mr. Robert Marler, plumber

During this investigator's interview with Mr. Marler, Mr. Marler stated the allegations against Mr. Woodcock were all false and denied ever hearing Mr. Woodcock say anything bad about Ms. Brooks directly to her or about her.

Mr. Marler stated that Ms. Brooks "thinks that everyone is saying something about her" and admitted that he does not interact with Ms. Brooks for this very reason. Mr. Marler also stated that, to his knowledge, Mr. Woodcock does not speak to Ms. Brooks, either.

Mr. Marler was then asked about the incident that occurred at the time clock when Mr. Woodcock allegedly made a "passive aggressive" statement to Mr. Garcia-Lemes while Ms. Brooks was present. Mr. Marler stated that he was present for the incident and could only remember Mr. Woodcock saying something to the effect of "not liking people who brown nose." Mr. Marler stated from his recollection, Mr. Woodcock's statement was not said directly to Ms. Brooks or intended for Ms. Brooks, but was merely a statement made during a conversation between Mr. Woodcock and Mr. Garcia-Lemes.

Ms. Teresa Purvis, painter/glazer technician II

During this investigator's interview with Ms. Purvis, Ms. Purvis stated that she could only remember one particular incident involving Ms. Brooks and Mr. Woodcock. Ms. Purvis stated that she could not recall the date, but recalled that her and some fellow employees were at an unnamed school getting the school ready to be a vaccination site when it occurred.

Ms. Purvis said that several of her co-workers were outside of the school talking to one another and Mr. Woodcock was saying something about "people who brown nose the boss." Ms. Purvis said that when Mr. Woodcock was talking, Ms. Brooks was exiting the school and immediately thought that Mr. Woodcock was referring to her. Ms. Purvis indicated that Ms. Brooks was visibly upset, despite Ms. Purvis' opinion that Mr. Woodcock was not referring to her when making the aforementioned comment.

Ms. Purvis informed this investigator that she could not remember exactly who was present during the situation, but noted that Mr. Woodcock was not speaking directly to Ms. Brooks or about Ms. Brooks. Ms. Purvis completely denied ever witnessing any other verbal exchanges or incidents between Ms. Brooks and Mr. Woodcock. Ms. Brooks stated that Mr. Woodcock "is a good guy" and denied ever hearing Mr. Woodcock say anything inappropriate to or about Ms. Brooks at any time.

Ms. Purvis noted that, in her opinion, Ms. Brooks frequently "gets mad and nobody even knows why she's mad." Ms. Purvis also stated that she does not know "what's wrong" with Ms. Brooks and stated that "everyone in the office walks around on pins and needles" due to the perceived unpredictability of Ms. Brooks' temperament.

Mr. Jorge Garcia-Lemes, painter/glazer technician II

During this investigator's interview with Mr. Garcia-Lemes, Mr. Garcia-Lemes stated he has been employed as a painter/glazer technician II since 2018, and verified he has worked in close proximity to Ms. Brooks and Mr. Woodcock during the duration of his employment with JCPS.

When asked about the allegation that Mr. Woodcock made inappropriate comments to Ms. Brooks, Mr. Garcia-Lemes stated he was completely unaware of any incidents, verbal exchanges, or allegations involving Ms. Brooks and Mr. Woodcock. Mr. Garcia-Lemes was then asked if he had ever had any conversations with Ms. Brooks to discuss her concerns about Mr. Woodcock's inappropriate comments and he indicated that he had not. Mr. Garcia-Lemes was also asked if any employee in his department had ever said anything inappropriate, "passive aggressive," or behind Ms. Brooks' back. Mr. Garcia-Lemes indicated that he was not aware of any incidents.

Subsequently, this investigator asked Mr. Garcia-Lemes if he remembered being present at the time clock when allegedly, Mr. Woodcock made inappropriate comments to Ms. Brooks. Mr. Garcia-Lemes completely denied he has ever had a conversation with anyone at the time clock and denied any knowledge of the incident alleged by Ms. Brooks.

When asked about his relationship with Ms. Brooks and Mr. Woodcock, Mr. Garcia-Lemes indicated he feels as though he has a good rapport with both Ms. Brooks and with Mr. Woodcock. Mr. Garcia-Lemes admitted that he and Mr. Woodcock often would joke with one another, but denied ever hearing any inappropriate comments that were said directly to Ms. Brooks or intended to harm Ms. Brooks. Mr. Garcia-Lemes stated he would notify his supervisor if he ever witnessed any inappropriate comments or unprofessional behavior towards Ms. Brooks.

Conclusion:

This investigator finds the allegation that Mr. Woodcock said inappropriate comments to Ms. Brooks to be unsubstantiated. Despite examples provided to this investigator by Ms. Brooks via face to face interview and included in her written statement (Attachment A), every potential witness interviewed denied ever witnessing Mr. Woodcock make any inappropriate comments directly to Ms. Brooks, about Ms. Brooks, or intended for Ms. Brooks in a "passive aggressive," indirect manner. The multiple potential witnesses interviewed during the course of the investigation included Zachary Maupin, Gary Mitchell, Shaun Woodcock, Michael Smith, Steven Conder, Robert Marler, Teresa Purvis, and Jorge Garcia-Lemes. Additionally, there was no video or audio evidence available that would support a substantiated finding. Furthermore, despite Mr. Woodcock's seemingly abrasive verbal exchange with Mr. Smith in a restroom (as the discussion related to Ms. Brooks' concerns), there was still no evidence to indicate Mr. Woodcock made inappropriate comments towards Ms. Brooks at any time.

Therefore, as a result of the investigation, the preponderance of evidence does not support a substantiated finding. This finding is based on the interviews conducted and the statements obtained during the course of the investigation.

BY:gdl

c Gary Mitchell

ATTACHMENT A

Attention To:

GARY MITCHELL - MANAGER

ERIC WILLIAMS - COORDINATOR

ZACH MAUPIN - FOREMAN

This Statement is in RegARDS
to Shawn, The Electrician,
HE came up to me and said,
U need to step up the Pace
and help my Co-workers, Get
the job done, and on another
Occasion, He said to me that
I needed to help my Co-workers
more, I went to ZACH ~~MAUPIN~~ who
is my FOREMAN and told him
what Shawn said to me, To my
knowledge, He talked to Shawn,
on another Occasion I was at
Young Elementary working and
MR ROBERTSON came to the school
and in passing, He stopped me
and thanked me and said to me
I was doing a great job, I wanted
to introduce my self to MR ROBERTSON
I told him my name, He and AS I

Walked away to go back to work,
Shawn ~~an~~ came up behind me
and said to another Co-Worker,
so that I could hear him. He
said, Quote - Don't you hate people
that try to suck up to the Bosses.
Referring to me, and then again
on another occasion we were
at a school, painting, and Shawn
came ~~down the~~ up to us, and
started clapping his hands saying
mush, mush, time to get busy.
and again, last Wednesday
June 2, we were at the times clock,
he walked up to my co-worker
and ask him if he was done at
the school we are at. He said no
still painting hallways, Shawn said
thats because there's only ONE painter
there. He made sure I heard
what he said, I'm tired of his
harassment, and I want it stopped.
I come to work to do my job,
I don't bother ANYONE, I've been
told on several occasions, just to

IGNORE it. I think I HAVE
IGNORED it long enough,
HE'S not my Boss, If
HE'S doing his job, Then
HE doesn't have time to WORRY
About what I'm doing. If it's
not stopped, Then I will
do what I HAVE to do and
Go higher, up if NECESSARY

I'm not going to put up with
the ~~bullying~~ Bullying. I've
talked with my Attorney, He
knows what's been going on
And if there has to be Another
meeting. He (my Attorney) will
be there,

Thank you
JANORA Brooks
CPS Employee

ATTACHMENT B

Mitchell, Gary E.

From: Smith, Michael S
Sent: Tuesday, June 29, 2021 4:10 PM
To: Mitchell, Gary E.
Subject: Sean woodcock

To whom it may concern

I was in the bathroom washing my hands when Sean woodcock approached and started talking to me about Sandy Brooks. He said he was getting ready to go to a meeting about some bull shit Sandy said about him he informed me that he hadn't said anything directly to her but also said she never drives the truck and trailer and that she get special treatment and said he was gonna file Aggreavance because she was FN lying on him so I finally got fed up and told him look I'm not the one to tell all this too she is my mother so I'd appreciate it if you kept your mouth shut because at the end of the day she is my mother first of all and I told him she's an older lady that doesn't want to hear all that crap going on and she just wants to do her work and go home. But he was mad and said they can't do anything to me anyways so he will do whatever he wants. So I told him do what you have to but leave me out of it because it's not my shop or my problem until you involve me or my mom. So I walked out.

Sent from my iPhone