

JACOBY MORRIS
30-22 JCBE
AUGUST 29, 2022

Allegation: On March 25, 2022, the Jefferson County Public Schools (JCPS) Office of Compliance and Investigations received an *Employee Discrimination Grievance* from Jacoby Morris, Liaison Human Capital Nutrition Services (Attachment A). According to the documentation provided, Mr. Morris alleges that Clare Raley, Liaison Human Capital Nutrition Services, has made racist statements in his presence as well as called security on him due to his race as an African American.

Mr. Morris also alleges that Christopher Perkins, Chief Operation Officer called him a racial slur and physically assaulted him in a closet and stated, "He took me into an equipment storage closet (A secluded area), where nobody could see or hear. He did not turn on the light, so as we entered, I had to turn the light on. Chris then began to accuse me of multiple things and said, 'This sh*t has to stop now.' I interrupted him. Chris then stated, 'N*gga, remember who I am and who the f*ck you're talking to.' Mr. Perkins then mugged me! He had the other fist balled up, then pushed and rammed me into one of the storage cabinets. I managed to get out the secluded area and he began to emotionally and verbally abuse me. I told Chris that I was going to security. Chris then told me 'Go home, you're dismissed.' I asked why? He replied, 'I'm the chief of operations officer and you're being insubordinate, you'll be looking for a new job soon.' Chris threatened to call the police on me and have me arrested then he walked off [*sic*]."

Findings:

Stephanie Sack, Liaison Human Capital Nutrition Services

Ms. Sack reported that Mr. Morris and Ms. Raley "go back and forth" with each another. Ms. Sack reported that Ms. Raley had allegedly called security on Mr. Morris for parking in a 15-minute tow away zone near the loading dock. Ms. Sack stated, "We all have parked in this spot before." Ms. Sack reported that Mr. Morris confronted Ms. Raley about calling security and receiving an orange sticker on his vehicle. Ms. Sack reported that Mr. Morris was calling Ms. Raley the "parking police and a 'Karen.'"

Ms. Sack reported that she has heard Ms. Raley say that "Black people move up the ladder quicker." Ms. Sack reported that she has never heard Ms. Raley say anything derogatory about Aimee Green-Webb, Chief of Human Resources, or the Alpha Kappa Alpha (AKA) sorority. Ms. Sack also denied that she has ever heard Ms. Raley say derogatory comments regarding the West End of Louisville.

Ms. Sack reported that on March 16, 2022, the team was having a staff meeting on Zoom. Ms. Sack reported that she observed Mr. Perkins open the door to their office,

point at Mr. Morris, and with his thumb gestured "out." Ms. Sack reported that she did not hear Mr. Perkins say anything, as she had headphones in her ears. Ms. Sack reported that Mr. Perkins did not seem aggressive at that time; however, when Mr. Morris returned to the office after meeting with Mr. Perkins, he "seemed shook up, upset." Ms. Sack reported that she did not notice any marks or bruising present on Mr. Morris. Ms. Sack has no knowledge of what occurred during Mr. Morris and Mr. Perkins' discussion as they left the office area.

Amy Kramer, Liaison Human Capital Nutrition Services

Ms. Kramer reported that on March 15, 2022, she entered the office to find Mr. Morris and Ms. Raley arguing with one another. Ms. Kramer stated, "They both were screaming really loud at each other." Ms. Kramer reported that Mr. Morris was accusing Ms. Raley of calling security on him for parking in a 15-minute tow away zone near the loading dock. Ms. Kramer stated, "She didn't call (security) on him (Mr. Morris) because he is Black. Clare (Ms. Raley) would have called on anybody and probably has." Ms. Kramer reported that Mr. Morris does appear to park in the tow away zone more regularly than other employees.

Ms. Kramer reported that she has heard Ms. Raley mention that Dr. Green-Webb wrote her up while she was working under her. Ms. Kramer reported that she did not hear anything racially derogatory regarding Dr. Green-Webb; however, she did hear Ms. Raley mention, "You have a good chance of getting a job with her if you are an AKA." Ms. Kramer denied that she has ever heard Ms. Raley say any other racially derogatory comments regarding African Americans or other protected classes. Ms. Kramer denied that she has ever heard Ms. Raley make disparaging remarks about the West End of Louisville.

Ms. Kramer reported on March 16, 2022, the team was participating in a meeting on Zoom and "we all had headphones on." Ms. Kramer reported that she did not personally see or hear Mr. Perkins enter the office to request that Mr. Morris speak to him outside of the office. Ms. Kramer reported that she is aware of what Mr. Morris is alleging and stated, "I never heard any screaming or slamming doors. From where I sit, you can actually hear what's going on in that storage room they went to." Ms. Kramer reported that she did not observe any marks or bruising present on Mr. Morris when he returned to the office after speaking with Mr. Perkins, nor did Mr. Morris appear disheveled.

Terina Edington, Assistant Director Nutrition Services

Ms. Edington reported that she does not have much information regarding Mr. Morris and Ms. Raley, as her office is not located in their office. Ms. Edington reported that Ms. Raley's work region is in the West End of Louisville, and she has never heard Ms.

Raley say any disparaging remarks about the area or any racially derogatory comments towards African Americans. Ms. Edington also denied that she has ever heard Ms. Raley talk negatively about Dr. Green-Webb. Ms. Edington reported that she is not aware of Ms. Raley being the instigator or aggressor of any situation with Mr. Morris; however, "She can stand up for herself." Ms. Edington reported that employees, both in their department as well as employees that Mr. Morris supervises, have voiced concerns with Mr. Morris attempting to intimidate them and harass them. Ms. Edington reported that she is aware of Mr. Morris being aggressive towards Ms. Raley as it was reported that Mr. Morris "got close up in her (Ms. Raley's) face and continued to call her 'Karen.'"

Ms. Edington reported that on March 15, 2022, Ms. Raley contacted security over Mr. Morris continuing to park in the 15-minute tow away zone by the loading dock. Ms. Edington reported that an orange sticker was placed on Mr. Morris' truck and when he saw it, he went back into the office with the sticker and confronted Ms. Raley. Ms. Edington reported that Mr. Morris put the sticker on the glass that separates himself and Ms. Raley's desks, so it was visible to her. Ms. Edington reported that Mr. Perkins was notified of the incident as reported to her by Ms. Raley and the sticker that was placed on the window. Ms. Edington reported that Mr. Perkins did take the sticker off the window late that afternoon. Ms. Edington reported that she notified Mr. Perkins as she had asked him to handle due process topics with Mr. Morris, as Mr. Morris told the other liaisons that she was under investigation for three separate incidents of racial discrimination. Ms. Edington reported that she felt it was best practice to not handle incidents regarding Mr. Morris, so Mr. Perkins was going to meet with Mr. Morris about job performance related issues.

Ms. Edington reported that on the morning of March 16, 2022, Mr. Morris arrived at her office first thing in the morning and was agitated that "something had been stolen from his desk." Ms. Edington reported that Mr. Morris also had a note on his desk from Mr. Perkins asking Mr. Morris to speak with him. Ms. Edington reported that she asked Mr. Morris to leave her office due to his behaviors (yelling, etc.) and to send her an email regarding his issue. Ms. Edington reported that instead of following her directive, Mr. Morris remained in her office and "typed out the email in front of me."

Ms. Edington reported that she informed Mr. Morris that he could go to security and file a report for theft. Ms. Edington reported that Mr. Morris did walk towards security regarding the incident. Ms. Edington stated, "Come to find out, the item he said was stolen was the orange sticker." Ms. Edington reported that Mr. Morris attempted to locate Mr. Perkins numerous times that morning for their meeting, as Mr. Perkins requested, prior to a staff meeting that was held on Zoom. Ms. Edington reported that while on the Zoom meeting with staff, she was in her office, which is not located with the HR Liaisons, so she did not see or hear Mr. Perkins enter their office.

Ms. Edington reported that after Mr. Perkins met with Mr. Morris, she was made aware by Mr. Perkins that Mr. Morris was going home for the day. Ms. Edington reported that Mr. Morris did leave the building; however, he returned a short time later and began taking pictures of the office prior to leaving the property. Ms. Edington reported that Mr. Perkins asked Mr. Morris to remain off work the following day as well, which would have been March 17, 2022. Ms. Edington reported that from that day, Mr. Morris did not return to work. Ms. Edington reported that Mr. Morris notified her he was taking sick days the whole next week but when Monday, March 28, 2022 approached, Mr. Morris did return to work nor did he notify her he was taking off work.

Ms. Edington reported that she emailed and called Mr. Morris on his work phone and did not receive a response. Ms. Edington reported that none of the other HR Liaisons had seen Mr. Morris that day. Ms. Edington reported that she notified Mr. Morris via email that on Monday he would be docked pay for not reporting his absence. Ms. Edington reported that on Tuesday, March 29, 2022, she received an email from Mr. Morris stating that he was using medical leave, and he had turned paperwork in to the leave center (Attachment B). Ms. Edington reported that she contacted Dr. Green-Webb for next steps and to verify that Mr. Morris was on leave. Ms. Edington reported that Dr. Green-Webb reported that Mr. Morris had not been approved for leave at that time (Attachment C).

Takiyah Betts, Liaison Human Capital Nutrition Services

Ms. Betts reported that on March 15, 2022, she and Mr. Morris both received a call from "people in security" who were giving them a "heads up that someone reported Jacoby's truck and to move it now." Ms. Betts reported that Mr. Morris had been told that "someone who sits next to him had reported him." Ms. Betts reported that she and Ms. Raley sit next to Mr. Morris, so he knew it was Ms. Raley that contacted security. Ms. Betts reported that when Ms. Raley entered the office, Mr. Morris confronted her.

Ms. Betts reported that "they (Ms. Raley and Mr. Morris) both got loud, and I told Jacoby to chill out." Ms. Betts stated, "Jacoby needs to learn to be more professional and know when to say something and when not to say something." Ms. Betts reported that Mr. Morris continued to yell at Ms. Raley calling her a "'Karen,' the 'parking police,' and asked her, "Why are you picking on me? Cause I'm Black?" Ms. Betts reported that Ms. Raley told Mr. Morris that he acts entitled and it is not right that he always parks in a no parking zone. Ms. Betts reported that Ms. Raley told Mr. Morris that she would "tell on anybody parked where they weren't supposed to be or a handicap spot with no sticker." Ms. Betts stated, "Clare (Ms. Raley) said something about telling on someone at her church who parked in handicapped."

Ms. Betts reported that Mr. Morris had gotten an orange sticker placed on his truck which meant he was going to be towed. Ms. Betts reported that Mr. Morris is not the

only person who has received a sticker on their car, as Ms. Sack has received a purple sticker. Ms. Betts reported that the purple sticker is “just a warning and not as serious” as the orange sticker. Ms. Betts reported that Mr. Morris put the orange sticker on the glass between himself and Ms. Raley before leaving for the day.

Ms. Betts reported that Mr. Raley gives her opinion about things like Breonna Taylor, the police, and “jumps in conversations that don’t involve her.” Ms. Betts stated, “You have to watch what you say in front of Clare (Ms. Raley), so she doesn’t hear it and run to Terina (Ms. Edington).” Ms. Betts reported that Ms. Raley “gets upset and cries” when Mr. Morris “gets with her” if they feel she is listening to their conversation.

Ms. Betts reported that the following morning, Mr. Morris must have come into the office and noticed that his sticker was gone, which made him very upset. Ms. Betts reported that she was not in the office at this time, as she was at a school for a visit; however, she had six missed calls from Mr. Morris and a voicemail telling her what occurred. Ms. Betts reported that when she called him back, Mr. Morris began to tell her that Mr. Perkins had “pulled him out of the office and off Zoom, pulled him into a closet and yelled at him, and told him if he didn’t leave he would call security to do it.” Ms. Betts reported that Mr. Morris was “getting another call” and had to end their conversation at that time.

Robert Schmidt, Liaison Human Capital Nutrition Services

Mr. Schmidt reported that on March 15, 2022, Ms. Raley told security that Mr. Morris was parked in the 15-minute parking space again. Mr. Schmidt reported that an orange sticker was put on Mr. Morris’ truck, which meant he was going to be towed if he did not move. Mr. Schmidt reported that Mr. Morris brought the orange sticker into the office and confronted Ms. Raley. Mr. Schmidt reported that the two began arguing and yelling at each other. Mr. Schmidt stated, “It is always a mutual argument between Clare (Ms. Raley) and Jacoby (Mr. Morris). Clare can get emotional and yell, and Jacoby can pick at her.”

Mr. Schmidt reported that he does not know if Ms. Raley reported other staff members to security but reported that Ms. Sack has also gotten a sticker on her car. Mr. Schmidt reported that numerous other staff members, not in his office, have gotten stickers on their cars for parking in the tow away zone since this incident. Mr. Schmidt reported that he has never heard Ms. Raley make racially insensitive or derogatory comments or speak negatively about the West End of Louisville.

Mr. Schmidt reported that on the morning of March 16, 2022, he was on a Zoom meeting with the rest of his team in the office. Mr. Schmidt reported that he did not see or hear Mr. Perkins come into their office to ask Mr. Morris to meet with him. Mr. Schmidt reported that when Mr. Morris returned to the office, “Jacoby (Mr. Morris) told

us that he (Mr. Perkins) pulled him in the storage unit and yelled at him." Mr. Schmidt denied that Mr. Morris looked disheveled or appeared to have any marks or bruising present.

Jennifer Davis, Liaison Human Capital Nutrition Services

Ms. Davis reported that on March 15, 2022, she was not present in the office when Mr. Morris confronted Ms. Raley about calling security due to where he had parked his truck. Ms. Davis reported that Ms. Raley "antagonizes Jacoby (Mr. Morris) a lot and loves to argue." Ms. Davis reported that Ms. Raley has "picked on" Mr. Morris so much since they began their positions that often times Mr. Morris has had to "get up and leave his desk because he is so upset with Clare (Ms. Raley)."

Ms. Davis reported that Ms. Raley often discusses sensitive topics that "as a white woman, she shouldn't give an opinion or really even have one." Ms. Davis reported that Ms. Raley has given her opinion on Breonna Taylor, police in school buildings, and Dr. Green-Webb only hiring "Black sorority sisters." Ms. Davis stated, "Jacoby (Mr. Morris) doesn't meet the vision of what Clare (Ms. Raley) thinks a Black male should act like, so she picks at him." This investigator asked Ms. Davis to elaborate further on that statement. Ms. Davis continued, "Like, Clare (Ms. Raley) has gone through his desk drawer when he wasn't there, accusing him of stealing her stapler. She wants him to be a thief and a liar to make him be what most Black males are like, you know?" This investigator stated, "No, I don't know most Black males to be like that, do you want to clarify that?" Ms. Davis stated, "A thief and liar and stereotypical negative things is what Clare (Ms. Raley) wants him (Mr. Morris) to be, but he (Mr. Morris) doesn't fit that mold, he is a successful young Black male."

Ms. Davis reported that on the morning of March 16, 2022, she was participating with her team on a Zoom meeting. Ms. Davis reported that Mr. Morris was already very upset because his orange sticker had been stolen from his desk area. Ms. Davis reported that during the meeting, she observed Mr. Perkins open the door to their office and point at Mr. Morris. Ms. Davis stated, "He (Mr. Perkins) threw his hand and thumb back while he said, 'Out!'" Ms. Davis reported that Mr. Morris did get up and go with Mr. Perkins. Ms. Davis reported that when Mr. Morris returned to the office, he got a couple of his belongings and told them that Mr. Perkins had yelled at him and pulled him into a closet. Ms. Davis reported that Mr. Morris left shortly thereafter and has not returned to work. Ms. Davis reported that she is also currently out on medical leave.

Ms. Davis reported that she feels that she is treated differently due to "being close to Jacoby (Mr. Morris)." Ms. Davis stated, "I personally have an issue with Clare (Ms. Raley) because she makes fun of me." Ms. Davis continued to state, "I like to wear all black clothing so she would say, "Hey Halloween" to me and good morning "Halloweenie." She told me I am brave for some of my outfit choices. She also told me

she saw my family over at the fairgrounds and when I asked, "How do you know my family, she said, 'The cows.'"

Clare Raley, Liaison Human Capital Nutrition Services

Ms. Raley reported that parking in the 15-minute loading dock area has been a problem with numerous staff members, all of which are not in their office. Ms. Raley reported that she was instructed if she observed team members parking in the space again to inform security, which she did. Ms. Raley reported that on March 15, 2022, she sent a picture of Mr. Morris' truck to security, as well as Mr. Perkins and Ms. Edington, as he again was parked in the loading dock area. Ms. Raley reported that this had nothing to do with Mr. Morris' race. Ms. Raley reported that having the loading docks clear is very important and "it's about following the rules. You are not entitled to park where you are not supposed to."

Ms. Raley reported that when Mr. Morris entered the office that afternoon, he immediately confronted her. Ms. Raley reported that Mr. Morris "just would not stop badgering me about reporting him." Ms. Raley reported that Mr. Morris was yelling at her and she was yelling back, at times. Ms. Raley reported that Mr. Morris called her "the parking lot police," "Karen," and belittled her for being a secretary in a past position. Ms. Raley reported that Mr. Morris called her "Karen" and "got into her face." Ms. Raley reported that as a result, she reported the incident to Ms. Edington. Ms. Raley reported that when she returned to her office from Ms. Edington's office, Mr. Morris continued to berate her and asked her if she was "done telling Terina (Ms. Edington) on him." Ms. Raley reported that prior to leaving for the afternoon, Mr. Morris slapped the orange sticker that was left on his truck on the glass window that separates their desks.

Next, Ms. Raley began to cry when asked if she has ever made racially charged comments. Ms. Raley denied that she has ever made inappropriate racial statements, talked negatively about the West End of Louisville or made disparaging comments regarding Dr. Green-Webb. Ms. Raley stated, "I have never felt intimidated and picked at in all my life before Jacoby (Mr. Morris)." Ms. Raley reported that Mr. Morris would often accuse her of being a "Karen" and make other "hateful and mean" comments towards her. Ms. Raley reported that she did tell Ms. Edington what was happening numerous times. Ms. Raley stated, "I have never cried so much at a job in my life."

Ms. Raley reported that on March 16, 2022, she was participating in a staff meeting that was held in the office on Zoom. Ms. Raley reported that at no time did she see or hear Mr. Perkins enter the office. Ms. Raley reported that from where she sits, she cannot see who opens the door if they do not "come all the way into the office. Ms. Raley reported that she did notice that during the Zoom meeting, Mr. Morris' camera was turned off. Ms. Raley reported that some staff members reported that they saw Mr. Perkins motion for Mr. Morris to come with him, "but I didn't see that." Ms. Raley

reported that she did not see Mr. Morris after he left the office and has not seen him since that day.

Ms. Raley's written statement regarding the incident on March 15, 2022, is Attachment D. Ms. Raley also provided a detailed written statement regarding incidents that have occurred with Mr. Morris throughout their time as liaisons (Attachment E).

Christopher Perkins, Chief Operations Officer

Mr. Perkins reported that he became involved with Mr. Morris when Julia Bauscher, Classified Substitute Administrator-KTRS and former Executive Administration School and Community, retired from Nutrition Services. Mr. Perkins reported that Daniel Ellnor, Assistant Director Nutrition Services, and Ms. Edington were interim directors of the department and attempted to assist with disciplinary and staffing issues; however, Ms. Edington requested his assistance with Mr. Morris due to Mr. Morris making allegations against Ms. Edington. Mr. Perkins reported that he approached Mr. Morris on the day of the alleged incident solely for due process purposes. Mr. Perkins reported that there were issues that had been brought to his attention regarding Mr. Morris' behavior and job performance.

Mr. Perkins reported that parking in the loading area has been a problem that he has known about since November 2021, when Amanda Pierce, Specialist Creative Services, originally reported the concern. Mr. Perkins reported that when he was notified about vehicles being parked in the loading area, he would ride around the parking lot and attempt to get a description of the vehicle and a license plate number, if possible. Mr. Perkins reported that he became aware of a silver Infiniti and a white pickup truck being repeat offenders. Mr. Perkins reported that he was not aware that Mr. Morris was the owner of the white pickup truck. Mr. Perkins reported that he was not even aware that the vehicles parking in the area belonged to Nutrition Services Liaisons, as he had believed the cars belonged to Materials Production staff members. Mr. Perkins reported that Mr. Morris is not the only staff member that had been known to park in that area, and they were actively trying to address the issue. Mr. Perkins reported that he was instructed by Stanford Mullen, Executive Administrator Security and Investigations, to notify their department when this happens so they can place a sticker on the offender's vehicle.

Mr. Perkins reported that on March 15, 2022, he was made aware by Ms. Raley that there was a truck parked in the loading area. Mr. Perkins reported that Ms. Raley had been instructed to report this behavior when she observed it, and this was the first time Mr. Morris had been mentioned. Mr. Perkins reported that later that same afternoon, he was informed that Ms. Raley reported that Mr. Morris had confronted her twice and was aggressive in his demeanor. Mr. Perkins reported that between 4 and 5:00 p.m., he

walked to the liaisons' office to speak with Mr. Morris regarding the incidents and to have a due process meeting; however, Mr. Morris had already left for the day.

Mr. Perkins reported that he decided he would leave Mr. Morris a Post-it note on his desk asking him to see him in the morning. Mr. Perkins reported that while at Mr. Morris' desk, he observed an orange sticker that Mr. Morris had placed in his area and faced towards Ms. Raley's desk. Mr. Perkins reported that he took the sticker down and left a note for Mr. Morris.

Mr. Perkins reported that on the morning of March 16, 2022, he learned that Mr. Morris had come to his office to look for him. Mr. Perkins reported that on his way to Mr. Morris' office, he decided that he was going to record the interaction with Mr. Morris as "my experience has been from Terina (Ms. Edington) and other workers that Jacoby (Mr. Morris) records conversations with everyone, so I was going to do the same." Mr. Perkins reported that he walked discreetly into the office and asked Mr. Morris to "come with me." Mr. Perkins reported that he planned on talking to Mr. Morris in a public area, but two employees, Mr. Elliott and Mr. Bright, were in the hall on the ramp, so he asked Mr. Morris to step into the storage area.

Mr. Perkins reported that when he walked in the storage unit, he turned on the light and pulled out the sticker he had taken from Mr. Morris' desk the day prior. Mr. Perkins reported that he told Mr. Morris, "This stops now." Mr. Perkins reported that Mr. Morris then asked, "What stops now?" Mr. Perkins reported that he then stated, "Go ahead and get your phone out to record because I know that is what you do." Mr. Perkins reported that Mr. Morris then asked him why they were in the closet. Mr. Perkins reported that he told Mr. Morris that he was attempting to protect his privacy and not have this conversation around his colleagues to protect his dignity.

Next, Mr. Perkins reported that Mr. Morris would not let him speak and continued to interrupt him. Mr. Perkins reported that he attempted to discuss the parking issue and comments towards Ms. Raley. Mr. Perkins reported that Mr. Morris continued to interrupt him, so he then told Mr. Morris to call his union representative, as they were going to have a due process meeting in 25 minutes.

Subsequently, Mr. Perkins reported that he began to exit the storage area, and Mr. Morris followed him continuing to ask why they were going to have a due process meeting despite being already notified of the reason. Mr. Perkins reported that Mr. Morris continued to try to "go back and forth" with him. Mr. Perkins reported that at that time, he told Mr. Morris to go home, as he was dismissed for the day. Mr. Perkins reported that Mr. Morris became argumentative and told him "No, I am not going home. You can't make me do that." Mr. Perkins reported that he told Mr. Morris that he could leave on his own, or he would call security. Mr. Perkins reported that he walked away

from Mr. Morris, and the interaction ended. Mr. Perkins reported that the entire interaction lasted seven to eight minutes.

Mr. Perkins reported that when he returned to his office, he called O'Dell Henderson, Director Labor Management and Employee Relations, about scheduling a due process meeting, as he wanted to have Mr. Henderson present. Mr. Perkins reported that moments later, he heard a knock on his door and looked up to see Mr. Morris. Mr. Perkins reported that Mr. Morris reported that he "wanted to talk now." Mr. Perkins reported that he informed Mr. Morris that due process would be held when he returned to work later that week. Mr. Perkins reported that Mr. Morris turned and left. Mr. Perkins reported that he had no further contact with Mr. Morris that day.

Mr. Perkins reported that on Thursday, March 17, 2022, he received an email from Mr. Morris (Attachment F). Mr. Perkins reported that Dr. Pollio and numerous other parties were copied on the email. Mr. Perkins reported that Mr. Morris alleged that he (Mr. Perkins) had physically assaulted him and called him a racial slur the day prior while in the storage area. Mr. Perkins reported that he did not respond to the email and has had no contact with Mr. Morris.

Mr. Perkins denied the allegations made against him and reported that the audio recording will prove that he never physically assaulted Mr. Morris, cursed, nor used a racial slur. Mr. Perkins reported that at no time was any physical contact ever made.

The audio recording of the conversation had was presented to this investigator and will be preserved.

Jacoby Morris, Liaison Human Capital Nutrition Services
Colin Edmundson, Attorney

Mr. Morris and Mr. Edmundson met with this investigator and listened to the audio recording that had been obtained from Mr. Perkins. While the audio recording was played, Mr. Morris asserted that the recording "isn't the first conversation" he had with Mr. Perkins; however, Mr. Morris could not recall when the first conversation occurred or where it took place. Mr. Morris was asked if he had gone to the storage area twice with Mr. Perkins since he claimed the recording was not the first conversation. Mr. Morris then stated, "People saw him (Mr. Perkins) come get me on Zoom" but did not further elaborate.

Mr. Morris reported that Mr. Perkins "mugged me in the forehead" but did not provide this investigator with further clarification. Mr. Morris stated, "This isn't the first conversation. I already told you that." As the recording played, Mr. Morris stated that in the audio recording, you can hear Mr. Perkins ask Mr. Morris why he was at Central High School (Central) during a protest and not where he should have been, as this had

been one of the concerns reported to him by Ms. Edington. Mr. Morris stopped the audio and said, "Central had nothing to do with parking. Why is he talking about it to me?" This interview concluded after this investigator attempted to but was unable to obtain additional information regarding Mr. Morris' interaction Mr. Perkins.

Email correspondence between Lindsay Wright, Assistant General Counsel Compliance and Investigations, and Mr. Edmundson regarding concern for Mr. Morris' safety in the building is Attachment G.

Email correspondence sent to Mr. Edmundson included a safety plan that has been implemented by JCPS Security (Attachment H).

Conclusion:

This investigator finds the allegations of racial discriminatory behavior towards Jacoby Morris by Clare Raley to be unsubstantiated. The investigation revealed the following:

- Of seven possible witnesses interviewed, only one witness (Jennifer Davis) reported that she believes Ms. Raley engaged in racially discriminatory behavior towards Mr. Morris by calling security on him for continuously parking in a 15-minute parking/loading zone area or for alleged inappropriate comments made in the office.
- Six of the seven witnesses interviewed reported that Mr. Morris was not the only employee that had a warning sticker placed on their vehicle.
- Mr. Perkins reported that employees parking in this area was a known issue that he had been aware of and had been attempting to manage since 2021.
- Ms. Raley denied that her actions had basis regarding race or other protected classes. Ms. Raley reported that she had complained on numerous staff for continual refusal to follow the parking rules. Ms. Raley also had a directive to report to security should she see anyone parking in this area as referenced in emails found in Attachment D.
- Although this allegation is unsubstantiated, it is evident that there was interaction between Ms. Raley and Mr. Morris that occurred on March 15, 2022 that this investigator finds to be unprofessional in nature. Ms. Raley admitted to yelling at Mr. Morris during that interaction. Likewise, although this investigator did not substantiate racially discriminatory behavior by Ms. Raley, at least four interviewees suggested concern with Ms. Raley's professionalism, including making comments that were perceived to be bullying in nature and inappropriate. Ms. Raley's conduct could be governed by the district Code of Ethics.

This investigator finds the allegations of racial discriminatory behavior towards Mr. Morris by Christopher Perkins to be unsubstantiated. The investigation revealed the following:

- Mr. Morris has told different accounts of the alleged incident to numerous parties (liaisons, clarifying interview with Ms. Wright, written statement turned in with grievance, and this investigator), none of which maintained true consistency.
- On the day of the alleged incident (March 16, 2022), Mr. Morris did not tell any of his fellow co-workers that Mr. Perkins called him a racial slur or physically assaulted him. He stated that Mr. Perkins yelled at him and pulled him into a closet.
- None of his fellow co-workers reported observing any marks or bruising present when Mr. Morris returned to the office after speaking with Mr. Perkins. All witnesses present in the office also denied that Mr. Morris appeared disheveled or as though a physical had occurred during his conversation with Mr. Perkins.
- At no time on the day of the alleged incident (March 16, 2022), did Mr. Morris file a report with JCPS Security or Louisville Metro Police Department (LMPD).
- There is an audio recording of the interaction between Mr. Perkins and Mr. Morris on the day of the alleged incident. The audio recording disputes Mr. Morris' version of events. At no time during Mr. Perkins and Mr. Morris' interaction did Mr. Perkins use a racial slur, curse at Mr. Morris, or physically assault Mr. Morris.
- Video surveillance captured from the day of the alleged incident also disputes Mr. Morris' version of events, as Mr. Morris can be seen following Mr. Perkins through the halls in attempts to continue their conversation.
- Mr. Morris alleged that there was more than one interaction with Mr. Perkins on this date. Mr. Morris did not provide this investigator with further information to review a second interaction, including time and location of the alleged event.

Furthermore, this investigator substantiates that Mr. Morris knowingly and willingly made false allegations against Mr. Perkins. The audio recording taken by Mr. Perkins is in direct contradiction of Mr. Morris' statements.

- Mr. Morris claimed Mr. Perkins stated, "This sh*t stops now!" At 1:13 of the audio recording, Mr. Perkins can be heard saying, "This stops now." At no time did Mr. Perkins ever curse at Mr. Morris.
- At 1:20 of the audio recording, Mr. Perkins actually requested that Mr. Morris use his cell phone to record their conversation; however, Mr. Morris declined.
- Mr. Morris' written statement questioned why Mr. Perkins would take him into a secluded area where no one could see or hear them. However, at 1:24 of the audio recording this investigator hear Mr. Morris ask, "First of all, why are you taking me in this closet?" Mr. Perkins responded, "I am trying to protect your dignity. They can hear us, so if you want to go back and forth, we can."
- Mr. Morris claimed that shortly after entering the storage area, Mr. Perkins stated, "N*gga, remember who I am and who the f*ck you're talking to." However, at 1:47 of the audio recording you hear Mr. Perkins state, "Stop, stop. You need to get yourself in check and remember who you're talking to." At 1:52 on the audio recording, you hear Mr. Morris ask, "What do you mean by that?" to which Mr.

Perkins responded, "I am your boss." This investigator did not hear Mr. Perkins ever use or call Mr. Morris a racial slur.

- At 4:05 on the audio recording, one can hear Mr. Perkins state, "I've been nothing but respectful. I have advocated for you. I have gone out of my way to defend you when you were inappropriate with Julia (Ms. Bauscher)." Mr. Morris did not respond.
- At 6:24 on the audio recording, this investigator heard Mr. Perkins state, "If I talked to Dr. Pollio the way you are talking to me, I would be looking for a new job." Mr. Morris then responded, "Okay."
- At 7:06 on the audio recording, you can hear Mr. Perkins say, "Good morning" to which unknown voices which reply, "Good morning." The unknown voices were later identified as Timothy Edlin, Coordinator Abatement Program, and William Elliott, Technician Field, as shown on video surveillance footage. This interaction alone discredits Mr. Morris' account that no one could see or hear them in the storage area.
- Mr. Morris alleged that Mr. Perkins threatened to call the police on him and have him arrested after screaming, "You're being insubordinate." At 7:46 on the audio recording, one can hear Mr. Perkins tell Mr. Morris to "go home. You're dismissed for the day." You then will hear Mr. Morris arguing with Mr. Perkins, raising his voice, and telling him that he is not going to leave work and does not have to go home for the day. At 8:16, you can hear Mr. Perkins state, "You can leave now, or I will have security come escort you." At no time did Mr. Perkins yell, "You are being insubordinate," threaten to call the police, or threaten to have Mr. Morris arrested.
- At 8:30 on the audio recording, one can hear Mr. Perkins begin walking away from Mr. Morris. This also aligns with the video surveillance from the day of the alleged incident that shows Mr. Perkins walking away from Mr. Morris. Mr. Morris can be seen following Mr. Perkins, still attempting to be argumentative and engage in further interaction.
- At no time of the audio recording, which covered their entire interaction, could one hear anything that sounded like a physical altercation or physical contact had taken place. At no time does Mr. Morris mention anything about being hit, "mugged," "choked," being "rammed into a cabinet," or even sounds like he is in distress. Mr. Morris does not appear to be disheveled as he exits the storage area, as seen on video.

Title VII of the Civil Rights Act of 1964 prohibits employers such as JCPS from discriminating against or harassing employees based upon race. This investigator has determined that there is no direct evidence of adverse treatment towards Mr. Morris due to his race. While it was confirmed that there was an interaction between Mr. Morris and Mr. Perkins on March 16, 2022, video and audio evidence do not reflect that Mr. Perkins harassed or discriminated against Mr. Morris. Furthermore, although there is no direct evidence to reflect discriminatory or harassing conduct by Ms. Raley, there is conduct that may warrant additional review. The preponderance of the evidence legal

standard has not been met in this instance. This finding is based on the interviews conducted and the statements received.

KB:jl

ATTACHMENT A

Employee Discrimination Grievance

Mail or deliver this form to:

Director of Compliance and Investigations
Jefferson County Public Schools
C.B. Young Jr. Service Center
3001 Crittenden Drive
Louisville, KY 40209-1104
(502) 485-3341

Case Number: 3022

This form provides the opportunity for an employee to report alleged incidents of discrimination and to secure an equitable, prompt, and appropriate resolution.

Employee Information	
Name: <u>Jacobi Morris</u>	Telephone No.: [Redacted]
Home Address: [Redacted]	
Work Location: <u>C.B. Young Jr</u>	Position Held: <u>HR Liaison</u>
Work Address: _____	
Immediate Superior: <u>Chris Jenkins</u>	Work Telephone No.: _____

Type of Discrimination

Please check:

- Race
 Sex
 Age
 Veteran
 Disability
 Religion
 National Origin
- Other _____

Statement of Grievance

Identify the harassment/discrimination that you allege has occurred. Be complete, and use full names/titles, dates, exact location(s), and specific occurrence(s), if appropriate.

Please see Attached Statement

Date(s) discrimination occurred: Earliest: _____ Latest: _____

What results are you seeking by filing this complaint?

Use additional sheet(s) if necessary.

A full transparent investigation

Have you filed this complaint with any other governmental agency or pursuant to a labor-management agreement? Yes? No

If yes, please specify:

Signature: [Handwritten Signature]

Date: March 25th, 2022

RECEIVED BY

MAR 25 2022

COMPLIANCE & INVESTIGATIONS

On 3.15.22, I went out to my car and there was a sticker stating that it was on violation and my license plate was recorded. It also stated my car would be towed. I moved my truck and returned to the office. I put the violation sticker on my desk window. I did this to remind myself not to park there again. I also placed the sticker on my desk to remind myself not to take short cuts in the future. My coworker Clare walks in and started laughing when she saw the sticker and. She then mumbled, "that's what you get." I asked Clare, "Did you call security on me?" Clare admitted to calling security because she wanted my car towed. She also stated that I didn't have a handicap sticker. I explained to her how that wasn't a handicap parking spot, however I did have a sticker, but it was a 15 min loading spot. She demanded that I showed her my handicap sticker. I refused.

Stephanie Sack, my coworker also parked in the 15 min loading spot because there were no more spots. Clare knew of this and didn't call security on Stephanie or the other people that had parked there. Clare did this because of my race. She has made several comments about black people in leadership at JCPS. She has made comments about Aimee Green-Webb being a black woman who wrote her up. Clare has said very diminishing things about her. She has also made comments like "You can only get a job in HR there if you're an AKA. Aimee only supports her black AKA sisters." Clare also made comments about Breonna Taylor's boyfriend (Stephanie sack and Amy Kramer was a witness.) Clare also made a comment about April Brooks, EA of Athletics "She only got the job because she was black." Clare also made a comment that the next EA of Nutrition Services wouldn't be black. She stated that there was no way they would make that happen. She stated that Chris Perkins only had to interview somebody black to ensure diversity. Clare has also made comments regarding the residents in the west end of Louisville and how they are getting 2 new schools and how Shawnee was remodeled. Clare made a comment that only police should have guns. She then said when other people have guns, people in the west end break into their cars and steal the guns, and that they sell them for drugs. (Jennifer Spring Davis was a witness.) Clare only called security because I was a black man who parked there. Clare and I went back and forth on 3.15, she stated several times that I was privileged and entitled.

This is a "known common practice" to park here if there are no more parking spots. Every employee in the HR Liaison office has parked there if there are no more parking spots. Other employees park there throughout the day as well in different departments. A sticker has NEVER been placed on their vehicle.

On 3.16.2022, I got to work and there was a note on my desk from Chris Perkins. Which stated "Jacoby, See me immediately" "Chris Perkins 3.15.22 @ 4pm." I went over to his office several times between 7am and 8:0am, he wasn't there. About 9:05am, Chris came into the office. He swung the door open and said "Let's go, get your stuff" very aggressively. Present in the office was Stephanie Sack, Takiyah Betts, Robert Schmidt, Amy Kramer, Jennifer

Davis and Clare Raley. We were on staff meeting so it was a lot of others. I followed Chris Perkins. I asked him where we were going. And he responded, "the closest place." He took me into an equipment storage closet (A secluded area), where nobody could see or hear. He did not turn on the light, so as we entered, I had to turn the light on. Chris then began to accuse me of multiple things and said, "This shit has to stop now." I interrupted him. Chris then stated "Nigga, remember who I am and who the fuck you're talking to." Mr. Perkins then mugged me! He had the other fist balled up, then pushed and rammed me into one of the storage cabinets. I managed to get out the secluded area and he began to yell "you're being insubordinate" because I refused to stay in the closet after he had physically, emotionally and verbally abused me. I told Chris that I was going to security. Chris then told me "Go home, you're dismissed." I asked why? He replied, "I'm the chief operations officer and you're being insubordinate, you'll be looking for a new job soon." Chris threatened to call the police on me and have me arrested then he walked off.

Due to the events on Tuesday by Clare and Wednesday by Chris Perkins, I am requesting a full investigation to be started immediately. I was assaulted verbally and physically by "Mr. Perkins". I feel discriminated against, and I feel that this is retaliation.

WHY WOULD CHRIS TAKE ME TO THE STORAGE CLOSET, (A secluded Area), where no one could see or hear to have a conversation with me? Chris didn't want anybody to see what he did to me or anyone to hear what he said to me. Chris was trying to intimidate and provoke me. Since Wednesday morning, I have had little to no sleep. The little sleep has had I have experienced nightmares of getting beat in the closet. This has trigger childhood trauma from my previous experiences. Chris has caused me to have emotional distress, anxiety and I have had to schedule an appointment with a therapist.


In closing, I am asking for a full investigation. Chris took me into a secluded area, where no one could see or hear and assaulted me physically by chocking me and ramming me into a cabinet, emotionally and verbally using racial slurs and cuss words.

I am afraid of Chris and what he may try to do to me due to his actions and the words he used against me on Wednesday, March 16th when he decided to take me into a secluded area and assault me.

I do not feel safe around Chris. This behavior has escalated, I tried to talk to him previously. I believe this is retaliation from my incident when Julia cussed me out and I came to him. I have emailed him several times asking to speak with him and he ignores my email. I have come to the office and the secretary tells me Chris isn't in the building, but his truck is always outside. I do not feel safe with Chris or at JCPS. I feel that Chris may try to attack me or bring gun and try to kill me. I feel that Chris will try to take me into a closet or area without any cameras where no one can hear and assault me.

I now have been seen by a therapist and have been referred to a MD since I am dealing with severe anxiety and panic attacks due to work conditions cause by Clare and Perkins. Mr. Perkins assaulted me and used racial slurs against me in a storage closet.

Jacoby Morris, March 25th, 2007



ATTACHMENT B



From: Morris, Jacoby I. <jacoby.morris@jefferson.kyschools.us>
Sent: Tuesday, March 29, 2022 2:02 PM
To: Edington, Terina <terina.edington@jefferson.kyschools.us>
Cc: Green-Webb, Aimee M. <aimee.green-webb@jefferson.kyschools.us>; Mozee, Tamika M <tamika.mozee@jefferson.kyschools.us>; Ellnor, Daniel A <daniel.ellnor@jefferson.kyschools.us>
Subject: Status

ASSISTANT DIRECTOR TERINA,

After receiving emails, texts, and voicemails, it has come to my attention that you have not been notified that I am on leave until May 13, 2022. You can verify this with Dr. Aimee Green-Webb and the leave center because they were informed Friday, March 25th at 10:15am. Please be advised all future contact will be with Dr. Green-Webb because I am more comfortable since she initially reached out to me. Therefore, there is NO need to continue to reach out to my coworkers about my whereabouts, or continue to discuss my business with my coworkers or your office mates. You are very messy.

Jacoby Morris

Liaison Human Capital
School and Community Nutrition Services

Jefferson County Public Schools
3001 Crittenden Drive
Louisville, KY 40209
Phone: 502-744-2033

ATTACHMENT C

FW: Status - Concerning Jacoby Morris' Leave

Edington, Terina <terina.edington@jefferson.kyschools.us>

Thu 5/5/2022 2:32 PM

To: Byron, Krisha L <krisha.byron@jefferson.kyschools.us>

Cc: Edington, Terina <terina.edington@jefferson.kyschools.us>

From: Morris, Jacoby I. <jacoby.morris@jefferson.kyschools.us>**Sent:** Tuesday, March 29, 2022 4:26 PM**To:** Edington, Terina <terina.edington@jefferson.kyschools.us>**Cc:** Green-Webb, Aimee M. <aimee.green-webb@jefferson.kyschools.us>; Edington, Terina <terina.edington@jefferson.kyschools.us>; Mozee, Tamika M <tamika.mozee@jefferson.kyschools.us>; Wright, Lindsay N. <lindsay.wright@jefferson.kyschools.us>; Ellnor, Daniel A <daniel.ellnor@jefferson.kyschools.us>; Bauscher, Julia O <julia.bauscher@jefferson.kyschools.us>**Subject:** Re: Status - Concerning Jacoby Morris' Leave

Assistant Director Terina,

I will be taking sick days moving forward until May 13th per the paperwork that was turned into the leave center.

You not only contacted employee relations but reached out to several coworkers and some of your friends in the office and have told them about my situation. Now my business has went around the office because of you. I do not appreciate this. You are part of the reason why I am out. This exemplifies your poor leadership.

Once the paperwork is processed, please ensure that Monday is changed to a sick day or do a payroll correction!

Thanks!

Jacoby Morris

Liaison Human Capital
School and Community Nutrition Services

Jefferson County Public Schools

3001 Crittenden Drive

Louisville, KY 40209

Phone: 502-744-2033

502FoodWorks_logo4-01

From: Edington, Terina <terina.edington@jefferson.kyschools.us>**Sent:** Tuesday, March 29, 2022 4:05 PM**To:** Morris, Jacoby I. <jacoby.morris@jefferson.kyschools.us>**Cc:** Green-Webb, Aimee M. <aimee.green-webb@jefferson.kyschools.us>; Edington, Terina <terina.edington@jefferson.kyschools.us>**Subject:** RE: Status - Concerning Jacoby Morris' Leave

Good Afternoon Jacoby,

Please see Dr. Green-Webb's email below. As of now you are not approved for leave by the Leave Center.

On March 28, 2022 you did not report to work and did not respond to any of my attempts at communication. After contacting Employee Relations for guidance I instructed our payroll clerk to record a dock day due to no call no show.

If you are taking leave today (and going forward until your leave is approved by the Leave Center) I will need you to communicate what type of leave you wish to take. If you have leave available to you that you wish to use I do not want to continue to record dock days in time and attendance.

Sincerely,

Terina Edington, M.S., R.D., L.D., SNS, CMP, CCNP



Assistant Director School and Community Nutrition Services
Jefferson County Public Schools

3001 Crittenden Drive
Louisville, KY 40209
Phone: 502-485-3186

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From: Green-Webb, Aimee M. <aimee.green-webb@jefferson.kyschools.us>
Sent: Tuesday, March 29, 2022 3:45 PM
To: Edington, Terina <terina.edington@jefferson.kyschools.us>
Subject: RE: Status - Concerning Jacoby Morris' Leave

Good afternoon,

His leave has not yet been approved. The Leave Center sent him clarifying information today and told him to be sure to use the appropriate department procedures for reporting his absences.

If his leave is approved, you will be provided with an official notification from the Leave center. Until then, you should expect communication from Mr. Morris regarding his absences.

Thank you,

Aimee Green-Webb, Ph.D., PHR
Chief of Human Resources

Jefferson County Public Schools
VanHoose Education Center
3332 Newburg Road
Louisville KY 40218
☎ 502-485-6232
✉ aimee.green-webb@jefferson.kyschools.us



Tell us about your Human Resources experience!

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From: Edington, Terina <terina.edington@jefferson.kyschools.us>
Sent: Tuesday, March 29, 2022 3:42 PM
To: Green-Webb, Aimee M. <aimee.green-webb@jefferson.kyschools.us>
Cc: Edington, Terina <terina.edington@jefferson.kyschools.us>
Subject: FW: Status - Concerning Jacoby Morris' Leave

Good Afternoon Dr. Green-Webb,

I hope your week is going well. I was not aware that Jacoby will be on leave until May 13, 2022.

On March 18-25, 2022 Mr. Morris had communicated each day that he was taking a sick day. On Monday March 28, 2022 I did not receive any communication and Mr. Morris did not report to work. I did reach out to Mr. Morris and inquired if he was working or taking leave yesterday and today when I did not hear from him.

What type of leave should we report for Mr. Morris in time and attendance March 28, 2022 through May 13, 2022?

As always, I appreciate your assistance.

Sincerely,

Terina Edington, M.S., R.D., L.D., SNS, CMP, CCNP



Assistant Director School and Community Nutrition Services
Jefferson County Public Schools

3001 Crittenden Drive
Louisville, KY 40209
Phone: 502-485-3186

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ATTACHMENT D

Re: White RAM - JMorris

Byron, Krishna L <krisha.byron@jefferson.kyschools.us>

Tue 5/10/2022 10:45 AM

To: Raley, Clare M <clare.rale@jefferson.kyschools.us>

Thank you Clare! Do not hesitate to reach out at any time, it is never a problem!

Krishna Byron

Compliance and Investigations

C.B Young Jr. Service Center

3001 Crittenden Drive

Louisville, KY 40209

502-485-3341

krisha.byron@jefferson.kyschools.us

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From: Raley, Clare M <clare.rale@jefferson.kyschools.us>

Sent: Tuesday, May 10, 2022 10:34 AM

To: Byron, Krishna L <krisha.byron@jefferson.kyschools.us>

Subject: FW: White RAM - JMorris

Thank you for speaking with me, Krishna.

Please see the statement of the 3/15/22 incident below. The attached are incidents which happened in our Liaison office.

Clare Raley

From: Raley, Clare M

Sent: Tuesday, March 15, 2022 4:58 PM

To: Edington, Terina <terina.edington@jefferson.kyschools.us>; Perkins, Chris A <chris.perkins@jefferson.kyschools.us>

Cc: Lockett, Gwendy D <gwendy.lockett@jefferson.kyschools.us>; Pollock, Melanie M

<melanie.pollock@jefferson.kyschools.us>; Raley, Clare M <clare.rale@jefferson.kyschools.us>

Subject: FW: White RAM

To Whom It May Concern,

Today I followed as instructed to call Security about the White Dodge RAM which is habitually parked in the 15 minutes loading zone. This has been going on ever since I started in Nutrition in July. Other liaisons would just laugh it off that Jacoby Morris parked there. Since it continued to happen, today I called Security and they must have placed a Tow tag on his truck. When I came back from visiting schools around 1:30 p.m., J. Morris verbally attacked me and immediately accused me. (He obviously figured it out because I was the only other Liaison in the office when he came in and left before he did).

That being said, he intimidated me by continuing to badger me about parking there and who was I? I told him, "I just want what is fair and there is no reason you cannot park somewhere else and walk. You aren't handicapped (there are none on this side), there are others who have heart conditions and undergoing cancer treatments" He then shared that he has a handicap sticker. I asked why he didn't display it then? He said he didn't have to for me. (not sure if handicapped sticker is even in his name (irrelevant). It isn't even a handicap space.

I mentioned how it was important for those who are coming to pick up items from Materials & Production. That is what the space is meant for and when I was a secretary at a school, or anyone, that is where they should park.

Comments made to me (Stephanie and Robert present):

"Yeah, you as secretary, right"

"Where do you park when there aren't any spaces" I replied, "I park in front and walk around or through the building, but really I haven't had a problem finding a space. "

He says, "That's good enough for you"!

He retaliated by saying:

"go stand outside and be the parking police"

"You told on me because I'm a black man"

"That was so petty and just mind your own business and region"

"I bet your region doesn't even want to speak to you" I told him "My region employees have my work number and have no problem calling me or welcoming me into their kitchens." "I have a good relationship with all my kitchens and staff."

I went to talk to Security because I thought perhaps my name was given out to him. I don't think it was, I think he just knew from the timing.

I went to talk to Compliance because he mentioned the race card. They said not to worry about it, it isn't a space for him to park and regardless if he has the handicapped sticker.

Then I talked to Terina, who asked me to write this statement.

When I went back to the Liaison office, he asked me, "Are you done talking to Terina?" I said, "yes, and I talked to a few other people too". His response was, "I am sure you did "Karen".

"You bash people too" (this is from a statement made about being micromanaged and I told them "if you think it is bad here, you'll be more micromanaged over there (meaning HR)" because they were going to go to Amiee Green Webb about their complaints from this area). I was making a point that the grass isn't greener and to put themselves in Terina and Dan's shoes for a change instead of "bashing" our administration. But I understand she and my supervisor had to due process numerous people last year. I just happened to be one of the first to return to the offices during COVID.

He also said, "You have no problem bashing a black woman and black man, but not a white woman and white man"

I reacted by saying "I am not turning this into a black and white racial issue". He referred to a conversation about one of kitchen school and the former Principal who got the Athletic Director job. I told him I never met her and I don't know her but I did repeat what I heard "she got the job as the first black woman athletic director".

Then his last comment to me was, "Yeah, right, Karen"

I left and went to talk to Terina who then called Melanie.

How I feel – he has created a Hostile work environment, antagonizing many others, toxic, he called me a racist, unprofessional and belittles anyone who doesn't agree with him.

Last week he said, "I've been f***** over in this position" and I just responded, "I'm sorry you feel that way" and left the room. He didn't talk to me or include me in conversation the rest of last week.

I have never had a problem working with anyone in my career with JCPS or prior with UPS. He has asked me why I write so much on evaluations. I tell everyone I want to give people a picture of what they are doing right and be concise, clear and specific about any areas of growth. I am a supervisor and I take my job very seriously. I have done stand-up training and evaluations. I have written training and I have always put myself in their shoes to be fair and understanding.

I have never ever been talked to this way.

Thanks for listening,
Clare

PS Thank you, Chief Perkins, for coming to talk to me.

From: Raley, Clare M
Sent: Tuesday, March 15, 2022 7:25 AM
To: Pollock, Melanie M <melanie.pollock@jefferson.kyschools.us>
Subject: RE: White RAM

Thanks. I will. Clare

From: Pollock, Melanie M <melanie.pollock@jefferson.kyschools.us>
Sent: Monday, March 14, 2022 4:05 PM
To: Raley, Clare M <clare.raley@jefferson.kyschools.us>
Subject: RE: White RAM

Clara,

The next time it happens, please call 3121 and tell them that Stan Mullins told you to call them. They are supposed to come back pretty quickly and put a tow sticker on his vehicle.

Melanie Pollock

Administrative Secretary – Office of the Chief Operations Officer
Jefferson County Public Schools

C. B. Young Service Center
3001 Crittenden Drive
Louisville, KY 40209-1119
(502) 485-7655

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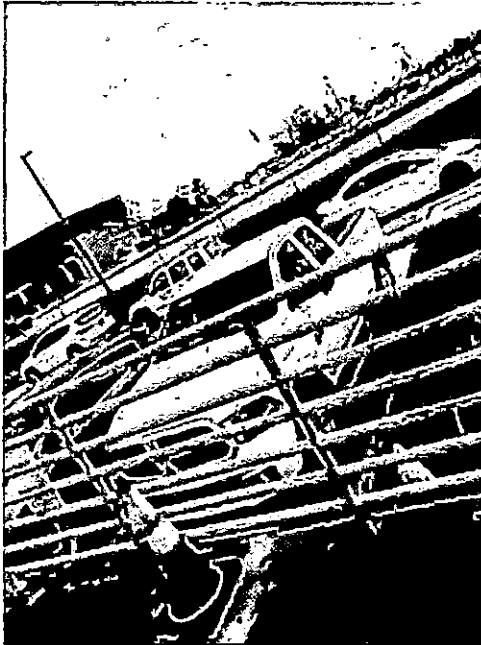


From: Raley, Clare M <clare.rale@jefferson.kyschools.us>
Sent: Friday, March 11, 2022 3:17 PM
To: Pollock, Melanie M <melanie.pollock@jefferson.kyschools.us>
Subject: FW: White RAM

This is the best I could do as he was sitting in the truck just now. I must have deleted the pictures I sent before.
Thanks,
Clare

From: Clare Wagner-Raley <clare.wagner.rale@gmail.com>
Sent: Friday, March 11, 2022 3:11 PM
To: Raley, Clare M <clare.rale@jefferson.kyschools.us>
Subject: White RAM

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Sent from my iPhone

ATTACHMENT E

Lack of professionalism in Liaison office:

As I moved over to the new office setting, the first day, J****y asked if I was divorced because I cheated. I frankly told him NO.

On 9/13, T*****h said there was a message or a call to her about Carter and to get that situation fixed. Told her I cannot change the manager's style overnight but I have had conversation with her.

She asked me not to say anything about escrow in my interviews and to leave it to Payroll. I told her I don't quote numbers, I just explain that we are paid every two weeks and a portion taken out for escrow in order to keep a continuous check over the holidays and breaks. After 90-days they get their sick, personal and emergency days and the sick days will accrue over time.

9/14, T*****h overheard me stating to a manager to have an employee call the nurse and then me if she was sent home, failing the health screener. The manager stated the employee already had a doctor's appointment. I mentioned to the manager, if she reached her, to ask for a COVID tests or rapid test to rule out the COVID. T said it wasn't my place to tell anyone to get a COVID test at the doctor's. I was getting ready to get on a Zoom interview when she went to the other room, in the corner, to talk to T**a. I muted myself and said again, "T*****h, I know I am not a doctor, but someone at some point is going to ask for a COVID test, and from my experience, it won't hurt for her to get one if she is going to the doctor anyway". She walked out from T office area and got her things and left.

On 9/15, J*****r said the C**T word outload. I said how that word offended me and ask that it not be said around me.

9/16/21 T*****h says she is sick of this place (after being told not to go in with other liaisons to their schools and talking to Julia).

Then constantly keeps work calls on speaker phone for all liaisons to hear calling other kitchen staff out for production issues and employee interactions.

9/17/21 J****y puts calls on speaker phone talking about sensitive information.

J****y has personal calls about real estate and some on speak phone.


T*****h asked a question about who gets previous payroll adjustments to time when in the previous pay period. I did cut her off and apologized and let her finish the scenario. I explained that the payroll person or Secretary at the school has to do a correction memo. Then I told them to just clarify that I learned the secretary or payroll clerk will get the documentation from the Leave Center when something about payroll and sick days being given back after applying for COVID days. T*****h and J****y started to argue with me. No one has yet to receive a LEAVE notice about granting COVID days back. One of them asked if I have been getting the Leave paperwork for my Region. I said "yes". I told them the secretary or whomever does payroll at the school should be notified when credit back to sick days because they have to keep accurate Time and Attendance with each week. They both tell me they don't and T*****h asked my why I was so upset about this. I told her I am not upset, I just know what the process is. J****y said "how long ago were you in a school?" I told him 2 years ago. He said "well, we are centralized since then and the Principal could care less about the kitchen payroll!" I said the Principal better care about the accuracy of payroll because they have to sign off on it every two week! I have done payroll at a school. The Time & Attendance has to follow and be documented accurately. I turned

around and minded my own business. I am tired of hearing their conversations, complaining about their schools, and mostly arguing. I cannot say anything because it will get criticized. (not by all, just lately those two).

ATTACHMENT F

⏪ Reply all ✓ 🗑 Delete 🚫 Junk 🛑 Block sender ...

FW: Wednesday 3/16

PA Perkins, Chris A 
Wed 5/11/2022 3:55 PM
To: Byron, Krisha L

👍 ↶ ↷ → ...

From: Morris, Jacoby I. <jacoby.morris@jefferson.kyschools.us>

Sent: Thursday, March 17, 2022 4:07 PM

To: Dennes, Amy P <amy.dennes@jefferson.kyschools.us>; Pollio, Marty A <marty.pollio@jefferson.kyschools.us>; White, Theresa M <theresa.white2@jefferson.kyschools.us>; Green-Webb, Aimee M. <aimee.green-webb@jefferson.kyschools.us>; Wright, Lindsay N. <lindsay.wright@jefferson.kyschools.us>; Perkins, Chris A <chris.perkins@jefferson.kyschools.us>; Pollock, Melanie M <melanie.pollock@jefferson.kyschools.us>; Mullen, Stan T <stan.mullen@jefferson.kyschools.us>

Subject: Wednesday 3/16


Greetings All,

I write you heavy hearted, afraid, and anxious after Chris Perkins assaulted me, cussed, and used racial slurs against me. This happened on Wednesday, March 16th, 2022. About 9:05am, Chris came into the HR Liaison office during our Wednesday staff meeting that was on zoom. Present in the office was Stephanie Sack, Clare Raley, Amy Kramer, Jennifer Davis, Tara McCalwey, and Robert Schmidt, Terina Edington, Dan Ellnor and other SCNS Admin staff were on the zoom meeting as well. He swung the door open and said "Let's go, get your stuff" very aggressively. I followed Chris Perkins. I asked him where we were going. And he responded, "the closest place." He took me into an equipment storage closet (A secluded area), where nobody could see or hear. He did not turn on the light, so as we entered, I had to turn the light on. Chris then began to accuse me of multiple things.

Since Wednesday morning, I have had little to no sleep. The little sleep I have had I have experienced nightmares of getting beat in the closet. This has triggered childhood trauma from my previous experiences. Chris has caused me to have emotional distress and anxiety. In closing, I am asking for a full investigation.

Jacoby Morris

Liaison Human Capital
School and Community Nutrition Services

Jefferson County Public Schools
3001 Crittenden Drive
Louisville, KY 40209
Phone: 502-744-2033


Reply | Forward

ATTACHMENT G

Wright, Lindsay N.

From: Wright, Lindsay N.
Sent: Friday, May 6, 2022 2:56 PM
To: Colin Edmundson
Subject: RE: Jacoby Morris- 03/16/2022 Incident
Attachments: JCPS-C. Edmundson Response.pdf

Good afternoon Mr. Edmundson,

Please see the attached response. Have a good weekend.

Thank you,

Lindsay

Lindsay Wright
Assistant General Counsel for Compliance and Investigations
Jefferson County Public Schools
C. B. Young Building
3001 Crittenden Dr.
Louisville, KY 40209
P: 502.485.3499

From: Colin Edmundson <edmundsonlawoffice@gmail.com>
Sent: Friday, April 29, 2022 4:33 PM
To: Wright, Lindsay N. <lindsay.wright@jefferson.kyschools.us>; Mullen, Stan T <stan.mullen@jefferson.kyschools.us>; Dennes, Amy P <amy.dennes@jefferson.kyschools.us>; Pollio, Marty A <marty.pollio@jefferson.kyschools.us>; White, Theresa M <theresa.white2@jefferson.kyschools.us>; Green-Webb, Aimee M. <aimee.green-webb@jefferson.kyschools.us>; Pollock, Melanie M <melanie.pollock@jefferson.kyschools.us>; Brown, Kevin C. <kevin.brown@jefferson.kyschools.us>; Marshall, John D <john.marshall@jefferson.kyschools.us>
Subject: Jacoby Morris- 03/16/2022 Incident

CAUTION: This email originated from outside of JCPS. Do not click links or open attachments unless you recognize the sender and know the content is safe.

All concerned:

I write this email on behalf of my client, Jacoby Morris, to further inquire as to what steps will be or have been taken to ensure his safe return to work after the events of March 16, 2022. For those unaware, on that date Mr. Morris was led into a secluded area by his indirect supervisor, Chris Perkins, who then took the opportunity to hurl racial epithets at him before physically assaulting him.

For brevity's sake, I have attached Mr. Morris's March 25, 2022 Grievance Form with this email rather than totally recount the events of March 16. The allegations contained therein are quite troubling and make clear the very real threat Mr. Perkins poses to my client's health and safety as well others. Due to safety concerns, Mr. Morris has been utilizing his accrued paid leave to remain home while JCPS conducts its investigation.

I had previously reached out to Lindsay Wright and Stan Mullen to inquire about what could be done to facilitate Mr. Morris's safe return to work and have yet to receive any response. Because Mr. Morris has nearly depleted his accrued

leave time, I am now making that same inquiry to a wider audience. It should go without saying that Mr. Morris rightly fears returning to work without measures being put in place to ensure his safety.

ATTACHMENT G

I ask that you please advise whether or not JCPS intends to make any arrangements to ensure Mr. Morris's safe return to work and please reach out if I may be of any assistance.

Respectfully,

Colin D. Edmundson

Attorney at Law

EDMUNDSON LAW OFFICE, L.L.C.

908 Minoma Avenue

Louisville, Kentucky 40217

(502) 558-9083

edmundsonlawoffice@gmail.com

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Jefferson County Public Schools

Compliance and Investigations
C.B. Young Service Center
3001 Crittenden Dr.
Louisville, Kentucky 40209
(502) 485-3341



May 6, 2022

Mr. Colin D. Edmundson
Edmundson Law Office, L.L.C.
P.O. Box 99614
Louisville, KY 40269

RE: Mr. Jacoby Morris

Dear Mr. Edmundson,

Thank you for your email regarding Mr. Morris and his options for returning to work. I understand that Mr. Morris is currently using leave time via the Family and Medical Leave Act (FMLA) and has an expected return date of May 16, 2022. Mr. Morris has the right to return to work prior to that date if he chooses. Based upon the concerns Mr. Morris has presented regarding his return to work, the district can implement the following safety plan.

Mr. Stan Mullen, district Director of Security and Investigations, has worked with Ms. Terina Edington, Mr. Morris' direct supervisor, to understand Mr. Morris' schedule and work location. Mr. Morris currently works in Building 4 of C. B. Young Service Center, while Mr. Chris Perkins works in Building 1 at the same site. The buildings have separate entrances, and therefore, there should be no reason either individual should encounter one another. Mr. Morris should continue to park near door 5, where there is ample parking across from Building 4.

Additionally, Ms. Edington will hold meetings where Mr. Morris will be present in Building 4. Ms. Edington will also gather Mr. Morris' mail in Building 1 and bring it to Mr. Morris in Building 4. If for any reason Mr. Morris needs to enter Building 1, he can notify Ms. Edington so that she can make appropriate arrangements, and if Mr. Morris has ongoing concerns after his return to C. B. Young Service Center, he can contact Mr. Mullen at (502) 400-3107.

Lastly, Ms. Krisha Byron, district Investigator, has interviewed several parties in response to the grievance filed by Mr. Morris. She will have follow-up questions for Mr. Morris. Please anticipate hearing from Ms. Byron no later than next Thursday, May 12, 2022.

Thank you, and if you have any questions, please do not hesitate to contact me.

Sincerely,

Lindsay N. Wright

Lindsay N. Wright
Assistant General Counsel for Compliance and Investigations

ATTACHMENT H

Wright, Lindsay N.

From: Mullen, Stan T
Sent: Saturday, May 7, 2022 11:52 AM
To: Wright, Lindsay N.
Cc: Edington, Terina
Subject: RE: Jacoby Morris- 03/16/2022 Incident

Here is the safety plan for Mr. Morris:

1. Mr. Morris will enter the C.B. Young complex through the southwest gate and park in one of the parking slots outside door #5. He is prohibited from parking in any reserve or restricted parking space. If he does, he will risk his vehicle being towed.
2. Morris will enter buildings 4 through door #5 to walk to his work station in the Nutritional Services office no later than 6:00 AM.
3. Morris will remain in building #4.
4. His supervisor, Terina Edington said she will coordinate to have his mail brought to him. Ms. Edington will also arrange to have any meetings requiring Mr. Morris presence to be conducted in one of the available training/conference rooms in Buildings 4 through 11.
5. Chief Perkins will not enter Building #4 until this issue is resolved.

Stanford T. Mullen, Jr.

Stanford T. Mullen, Jr., MBA, Lt. Colonel (Retired)
 Executive Administrator - Security and Investigations
 Jefferson County Public Schools

C.B. Young Service Center
 3001 Crittenden Dr., Suite 128
 Louisville, KY 40209-1119
 (502) 485-3111

“It is easier to build strong children than to repair broken men.”-Frederick Douglas

JCPS Operations– *We make learning possible!*



From: Wright, Lindsay N. <lindsay.wright@jefferson.kyschools.us>
Sent: Friday, May 6, 2022 2:56 PM
To: Colin Edmundson <edmundsonlawoffice@gmail.com>
Subject: RE: Jacoby Morris- 03/16/2022 Incident

Good afternoon Mr. Edmundson,

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Thank you,

Lindsay

Lindsay Wright
Assistant General Counsel for Compliance and Investigations
Jefferson County Public Schools
C. B. Young Building
3001 Crittenden Dr.
Louisville, KY 40209
P: 502.485.3499

From: Colin Edmundson <edmundsonlawoffice@gmail.com>

Sent: Friday, April 29, 2022 4:33 PM

To: Wright, Lindsay N. <lindsay.wright@jefferson.kyschools.us>; Mullen, Stan T <stan.mullen@jefferson.kyschools.us>; Dennes, Amy P <amy.dennes@jefferson.kyschools.us>; Pollio, Marty A <marty.pollio@jefferson.kyschools.us>; White, Theresa M <theresa.white2@jefferson.kyschools.us>; Green-Webb, Aimee M. <aimee.green-webb@jefferson.kyschools.us>; Pollock, Melanie M <melanie.pollock@jefferson.kyschools.us>; Brown, Kevin C. <kevin.brown@jefferson.kyschools.us>; Marshall, John D <john.marshall@jefferson.kyschools.us>

Subject: Jacoby Morris- 03/16/2022 Incident

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Respectfully,

Colin D. Edmundson

Attorney at Law

EDMUNDSON LAW OFFICE, L.L.C.

908 Minoma Avenue

Louisville, Kentucky 40217

(502) 558-9083

edmundsonlawoffice@gmail.com

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ATTACHMENT I



7



Jacoby Morris

1 mutual friend



Add Friend

Message





7

Photos

See All Photos



Jacoby Morris

...



Do not confuse my unwillingness to interact with you, as a sign of being anti social or a "beef". Chances are, your spirit snitched on you and my intuition caught on.

Friends

See All Friends

1 mutual friend



7



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Posts

Filters



Jacoby Morris

55 m · 🌐



William Starks

1h · 🌐

Looking for an affordable house to purchase? This 4 bedroom 2 1/5 bath home has plenty of room and potential. Home has an addition added to the back of the ho... See more



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4153 Sunset Ave, Louisville, KY 40211 | MLS #1614796 | IDX Real Estate For Sale |

Photos and Property Details for 4153 Sunset Ave, Louisville, KY 40211. Get complete property i...

Like

Comment

Share





7



Jacoby Morris

28 June at 12:32 · 🌐



Imma say this .. I don't see how y'all let y'all kids go to JCPS somebody needs to start a private school... there's so much crookedness, RACISM, discrimination, married people having sex with each other at top positions, Leaders taking employees into closets to "talk" and much more... oh and let's not forget peoples cars getting tagged by employees because they have BLM stickers on them....

If the adults is acting like that towards each other just imagine what they saying and how they're treating peoples kids.

This is why they settle out of court most of time and many people never know.... It's another "Good Ol' Boys Club"



24

16 comments 4 shares

Like

Comment

Share

All comments



Chantel Denise Willis

Start a private school bro make it affordable for the people.

Like Reply 2 d



Jacoby Morris

Chantel Denise Willis Somebody needs to.

Like Reply 2 d



Lisa Mc

Jacoby Morris she said you

Like Reply 2 d



View 1 more reply



Forest Robinson

I see nothing has changed. That's how it was when I was there.

Like Reply 1 d



Joy Morris

JCPs, sounds like Lmpd!

The whole city of Louisville, needs a rebirth period. Sad times we living in. Praying for better days for Black community. Especially my Family.

Like Reply 1 d



Monyce Stevenson

Only reason I didn't move back home! Now you understand 🗣️ JCPS is horrible

Like Reply 1 d





7

Like Reply 1 d



Ericka Barnes

And this is why I'm trying to better my pockets so I can either get my kids homeschooled or in a private school

Like Reply 1 d



Lisa Glenn

That's why mine is in Private School

Like Reply 1 d



Haley Jean Stastny

I told lincoln if we can't get rylee into a traditional school then we are moving 🙄

Like Reply 1 d



Heather Zaboronak

Sounds like a good book..write it 📖

Like Reply 1 d



Octavious Cox

Rev'um!!!!!!

Like Reply 1 d



Lynne Courtney

I'm sorry school is what you make it and it starts at home.... At least public schools they sleeping with each other.... Cause private schools the kids are rude bad as hell and think their parents money can fix everything and let's not forget the priest wh...

See more

Like Reply 1 d



Frances Pumphrey



Like Reply 1 d



Frances Pumphrey

Jesus take the wheel, God help us this has been going on before time , history repeats itself but we have to stick by our kids through out life in order for them to be the best they can our presence is important God help us Be Blessed All 🙏

Like Reply 1 d

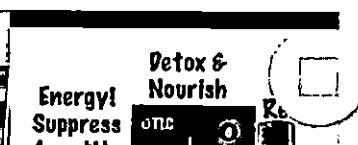


Write a comment...



Jacoby Morris

27 June at 08:33 · 🌐





7



Kay Thomas

27 June at 08:32 · 🌐

👂👂 Whewwwww we're baaaccckkkk!! First thanks to everyone, that has continued to reach out to me for that #KaysTea this past year. I was in to so much, I just di... See more

👍 1

1 comment

Like

Comment

Share



Kay Thomas
Thank you for sharing fam!!!

Like Reply 3 d



Write a comment...



Jacoby Morris

26 June at 09:09 · 🌐



Let's have CHURCH 🙏🙏 ... Pray for a brotha!!!





7



Lynne Courtney was live.

26 June at 09:03 · 🌐

2 Kings 7:3-4

"A Maybe Is All You Need"

Minister Jacoby Morris

👍❤️ 4

1 comment

👍 Like

💬 Comment

🔗 Share



Octavious Cox
Bishop!!!!

Like Reply 3 d



Write a comment...



Jacoby Morris

25 June at 08:45 · 🌐





7



Alexes Brionna

24 June at 11:24 · 🌐

you CANT talk about "the blood" & i dont act a fool.

chandler definitely not to be played w/.

maverick city x kirk franklin... 🔥🔥👀

#k... See more

1 comment

👍 Like

💬 Comment

📄 Share



Sherhonda Stewart
Is this Jason?

Like Reply 5 d



Write a comment...

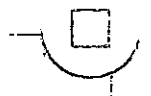


Jacoby Morris

24 June at 20:12 · 🌐



Jasmine Harrington who is this 🤔





7



Shadasia Lewis

19 June at 18:34 · 🌐

Realizing you may need to cancel your flight

The struggle 🤔

👍❤️ 9

3 comments 1 share

👍 Like

💬 Comment

📄 Share

View 2 previous comments



Joy Morris



Like Reply 5 d



Write a comment...





ATTACHMENT I





ATTACHMENT J

↶ Reply all ✓ 🗑 Delete 🚫 Junk Block ...

RE: Facebook Post - JCPS Ethics Violation

WN Wright, Lindsay N.
To: Byron, Krisha L

👍 ↶ ⏪ ⏩ ...

Tue 7/5/2022 9:48 AM

Tell us about your Human Resources experience!

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From: Foster, Sue S <sue.foster@jefferson.kyschools.us>

Sent: Saturday, July 2, 2022 4:24:22 PM

To: Green-Webb, Aimee M. <aimee.green-webb@jefferson.kyschools.us>; Dennes, Amy P <amy.dennes@jefferson.kyschools.us>

Cc: Henderson, O'Dell <odell.henderson@jefferson.kyschools.us>; Perkins, Chris A

<chris.perkins@jefferson.kyschools.us>; Bauscher, Julia O <julia.bauscher@jefferson.kyschools.us>

Subject: Facebook Post - JCPS Ethics Violation

Good afternoon all,

I seem to have received several copies of this over the past few days. I am very concerned to say the least where this is heading as he was very abusive to many employees under his supervision.

Thanks,
Sue Foster

Sent from [Mail](#) for Windows

↶ Reply

↷ Forward