



"full of bright ideas"

Superintendent of Schools, *Rudolph F. Crew*

COPY

May 15, 1995

Nelson Hanton

Tacoma, WA 98

Dear Mr. Hanton:

We have completed a review of allegations regarding your conduct as tennis coach.

You acted in an inappropriate and unprofessional manner when you made comments constituting sexual innuendo to a female tennis player. These included a comment about the size of her breasts when you were passing out T-shirts and a comment about a tennis grip for her racket in the shape of a sheath. You commented the grip looked like something you would not want to use on your wife. The comments were unwelcomed, and had the effect of creating an offensive learning environment. You are formally reprimanded for this conduct.

You engaged in other conduct with your female tennis players that I warn you against in the future. This conduct included giving female tennis players rides in your car alone to and from tennis practice; calling female tennis players at home to invite them to play tennis with you; going to the homes of female tennis players to deliver and have them try on tennis skirts; demonstrating tennis serves to female students by standing close behind them and holding their arms or hands; patting the shoulder of a female tennis player outside the context of encouragement of good play; taking female tennis players separately and alone with you to a restaurant for dinner on the way home from practice, and giving a frontal hug to a student.

I warn you against such conduct in the future because some students expressed their discomfort over these situations. It is important that you maintain a climate of professionalism and avoid situations that are overly familiar. This conduct has the potential to harm the performance of your tennis players and adversely impact confidence in the District's sports program.

Nelson Hanton
May 23, 1995
Page Two

You are directed against any retaliatory conduct against anyone who participated in the investigation of these issues. Any further conduct of the nature described in this letter may lead to further disciplinary action, which could include termination of your employment in the District.

A copy of this letter will be placed in your personnel file.

Very truly yours,

CHARLIE WALKER III

lfr

c: Personnel File

Received: _____

Date: _____