

**REVISED  
AGENDA**

**CITY OF OXFORD  
CIVIL RIGHTS COMMISSION**

**THURSDAY, OCTOBER 11, 2018  
4:00 P.M.**

**MUNICIPAL BUILDING  
SECOND FLOOR CONFERENCE ROOM**

**MEMBERS**

Dan Umbstead  
Brian Revalee  
Ian Vanness

Kathy McMahon-Klosterman  
Erin Von Bergen

**STAFF**

Doug Elliott, City Manager

Kim Newton, Recording Secretary

1. Call to Order.
2. Approval of Minutes.
  - A. Minutes of the May 10, 2018 Civil Rights Commission Regular Meeting.
3. New Business.
  - A. Discussion of a formal discrimination complaint received against a student at the Talawanda Middle School for bullying.
  - B. Discussion of a formal discrimination complaint received against the Hampton Inn.
  - C. Items to discuss as per Kathy McMahon-Klosterman
    1. Response given to the student reporters' questions
    2. How many complaints have been received over the past five years?
    3. Who investigated those complaints?

4. Who determined if a complaint should be investigated?
5. What was the outcome of any former complaints?
6. Does the Commission see ALL complaints that are submitted?
7. Is the Commission an advisory group only or does the Commission have any authority? If so, what is its authority?

4. Old Business.

5. Other Business.

A. Future meeting dates and locations.

6. Adjournment.

**OXFORD CIVIL RIGHTS COMMISSION**  
**May 10, 2018**

**ITEM 1**  
**CALL TO ORDER**

The Oxford Civil Rights Commission Meeting of May 10, 2018 was called to order at 4:00 p.m. by Doug Elliott, Director. Those members present were: Brian Revalee, Dan Umbstead, Kathy McMahn-Klosterman and Ian Vanness.

Tiffany Williams was excused.

Kim Newton, Recording Secretary was in attendance for the City.

**ITEM 2**  
**APPROVAL OF MINUTES**

**Minutes of the March 8, 2018 Civil Rights Commission Meeting.**

Mr. Umbstead moved to approve the March 8, 2018 meeting minutes. Ms. McMahn-Klosterman seconded. The motion passed unanimously.

**ITEM 3**  
**NEW BUSINESS**

A. Discussion of Bullying Related to Ethnic Origin.

Ms. McMahn-Klosterman introduced Ms. Erika Esquivel, a mother of a sixth grader at the Talawanda Middle School, and advised Ms. Esquivel's son had been bullied on the bus and at the school, which was captured on video tape. Ms. McMahn-Klosterman noted the Commission might not know the entire outcome due to privacy issues, but advised she had spoken to the Superintendent and the school psychologist regarding the incident. Ms. McMahn-Klosterman advised she asked the Superintendent how the School District is monitoring or keeping their files noting there are State mandates on how school districts report bullying incidents to the State Department of Education. Ms. McMahn-Klosterman advised there has to be a pattern of bullying shown by an individual before it gets reported to the State and often if it is just one instance, it does not get reported to the State. Ms. McMahn-Klosterman noted she asked the Superintendent how the records are kept regarding bullying incidents in the School District and if there is uniformity across the District so that we know everyone is reporting the same thing uniformly in some way. Ms. McMahn-Klosterman noted the Superintendent advised there is not uniformity across the District and that each school has their own method of reporting bullying incidents. Ms. McMahn-Klosterman expressed her opinion that in some ways that may be a good thing because it honors the individual culture of that particular school, but also noted it could be problematic in

that we do not have consistency across the District of what gets reported and how it gets reported. Ms. McMahnnon-Klosterman also noted she spoke with a local therapist, Pat Nelson, and advised he has written to the local "Climate Committee" regarding his concerns about how the School District reports to the State, noting as a therapist he sees lots of kids from the School District and hears about enormous amounts of bullying on taunting going on in the District. Ms. McMahnnon-Klosterman advised Mr. Nelson provided her with a form that "Lighthouse" schools in Cincinnati use to report incidents of bullying and noted she shared the form with the Superintendent and others in the School District and advised this might be an example that we can borrow some pieces from so we have some consistency in reporting these types of incidents. Ms. McMahnnon-Klosterman expressed her opinion that a public school is a part of the Commission's public accommodation charge, and as a Commission, we need to be aware of and consider how the Commission might support the Superintendent and the School District in working through it.

Ms. Esquivel described the incident involving her son noting her son told her he was walking down the hall with friends at the Middle School when a kid slapped him on the back on told him "you are stupid", in which her son replied, "I'm not stupid" and just kept walking. Ms. Esquivel advised her son stated the boy then hit him in the back of the head, which caused him to trip and fall down, and the kid told her son "never again", in which her son's friends scared the kid away and helped her son stand up and told him we need to report this to the principal's office. Ms. Esquivel noted her son and her friends went to the Principal's office and advised they saw everything on video and advised when she went to pick her son up at the end of the day the Assistant Principal told her what happened and said she was really sorry that this happened and would not be tolerated. Ms. Esquivel stated she told the Assistant Principal this could be some racist behavior and stated the Assistant Principal told her that she did not think that was the case as this has never happened in the Middle School before and also stated she knows that there are some groups of kids that are now showing certain behaviors, but to please let her know if her son encounters this type of behavior towards him again so they can do something about it. Ms. Esquivel advised when she and her son left the school, her son told her these kids do not have any classes with him but they ride the bus together and told her they call him names such as "nigger", "gay" and "dumb Mexican". Ms. Esquivel asked her son why he didn't report this to the Principal's office or to her and said her son told her it was because he was afraid. Ms. Esquivel noted she spoke with the Assistant Principal about the incident on the bus and stated the Assistant Principal told her the kid is suspended for a week and would be receiving counseling on this type of behavior. Ms. Esquivel also asked if she could see the video recordings of the incidents and advised the Assistant Principal stated she could not provide her the recordings because of privacy issues.

General discussion ensued regarding how the School District documents and reports these types of incidents and the Commission agreed a letter to the Superintendent should be sent from the Commission in early August stating issues have been

brought to the Commission's attention regarding bullying in the School District and the Commission feels they have an obligation to ask the District how they are protecting the kids that attend the Talawanda School District and how the Commission can support them. Ms. McMahnnon-Klosterman agreed to draft a letter and email it to the Commission for their review prior to mailing it to the Superintendent in early August prior to the beginning of the new school year.

**ITEM 4**  
**OLD BUSINESS**

A. Lane Library Handicap Parking.

Mr. Elliott advised the complaint filed with the Federal Government regarding the handicap parking at the Library is still pending and noted nothing can be done at this time until the investigation is closed.

**ADJOURN**

Mr. Revalee moved and Mr. Vanness seconded to adjourn at 4:52 p.m. The motion passed unanimously.