



December 1,2021

To Whom It May Concern:

We are writing this notice after it became apparent that the Skamania School Board and Superintendent have not only failed to protect the children of the school district, but also have failed to protect their staff and the parents of the community. Since the superintendent has been allowing and enabling abuse and harassment under his supervision and authority, we feel it is our duty to become the voice for the victims. The people of this community would like to direct this complaint to the administration and board members of Skamania School District.

We would like the board to answer, how has this been allowed to happen under your leadership?

A few weeks ago a child was assaulted by another student in her classroom. After Superintendent Ralph Pruitt failed to address the issue the local authorities were contacted and they assured that Ralph Pruitt would take care of the situation and would not let it happen again. Unfortunately, they were wrong. Ralph Pruitt never addressed the situation. The girl has not felt safe in her classes and is traumatized after the situation. Why is the school allowing instances of sexually aggravated harassment to remain unaddressed? This child was put in the same class with the source of her trauma and it has repeatedly negatively affected her to the point where her parents had to pull her out of school. The counselor at the school has been attempting to help with the situation but it is clear that Ralph Pruitt will not listen not only to the parents and the student, but he is not listening to the advice of the counselor. After weeks of this repeated trauma to this child, Ralph Pruitt then had the audacity to tell the parents of this child that they need to "hash it out" with the parents of the other child. This was done on school property and had a concerned citizen not stepped in, the situation would have led to a physical, in person confrontation. This was unethical and unprofessional for Ralph to suggest a situation like that would have been a good idea after already mishandling the situation for quite some time.

It has become known between the parents at the school now that the child who harassed the other child has had a history of negative physical behavior, none of which have been addressed. It is a pattern that Ralph Pruitt has willfully ignored and allowed to continue. It is this pattern that resulted in the sexually motivated assault of a young child.

Since the board has apparently ignored this whole situation I would like to quote policy 1005 which states "the board will serve as education's key advocate on behalf of the students and their schools". The board failed this child's ability to an education. School has turned into trauma for this child due to the negligence of not only Ralph Pruitt, but also the board members wholly and collectively.



Policy 3205 states the following:

“The district is committed to a positive and productive education free from discrimination, including sexual harassment. This commitment extends to all students involved in academic, educational, extracurricular, athletic, and other programs or activities of the school, whether that program or activity is in a school facility, on school transportation or at a class or school training held elsewhere.”

“A “hostile environment” has been created for a student when sexual harassment is sufficiently serious to interfere with or limit the student’s ability to participate in or benefit from the school’s program. The more severe the conduct, the less need there is to demonstrate a repetitive series of incidents. In fact, a single or isolated incident of sexual harassment may create a hostile environment if the incident is sufficiently severe, violent, or egregious.”

“If the district knows, or reasonably should know, that sexual harassment has created a hostile environment, it will promptly investigate to determine what occurred and take appropriate steps to resolve the situation. If an investigation reveals that sexual harassment has created a hostile environment, the district will take prompt and effective steps reasonably calculated to end the sexual harassment, eliminate the hostile environment, prevent its recurrence and as appropriate, remedy its effects. The district will take prompt, equitable and remedial action within its authority on reports, complaints and grievances alleging sexual harassment that come to the attention of the district, either formally or informally. The district will take these steps every time a complaint, alleging sexual harassment comes to the attention of the district, either formally or informally.”

After reading this policy, it is apparent that Ralph Pruitt, willingly and knowingly ignored the policy. Ralph Pruitt not only failed to protect this child, his actions of ignoring the situation until it has grown out of control is indefensible, immoral and unethical. Ralph Pruitt not only allowed the hostile environment, his actions added to the hostility.

Weeks after this situation occurred, Ralph Pruitt came into the classroom and asked where the student was. The child was standing right next to him and Ralph Pruitt had no idea what this child looked like. This was after the state and local law enforcement got involved due to the severity of the situation.

Unfortunately, this has not been the only time physical violence has been allowed, enabled and tolerated under Ralph Pruitt. Under Ralph Pruitt, Skamania School has turned into some sort of fight club where violence against staff members and students has been deemed acceptable.

We would also like to address Ralph Pruitt’s behavior towards his employees. It seems that Ralph Pruitt believes that any allegations against him will be useless due to the complaint filing protocol. Skamania has had multiple employee file for religious exemptions. Instead of honoring



their religious and medical exemptions, Ralph Pruitt has created obstacles against the employees.

Skamania Policy 5010 states “equal employment opportunity will be provided without discrimination with respect”.

RCW 49.60.030 states “The right to be free from discrimination because of race, creed, color, national origin, citizenship or immigration status, sex, honorably discharged veteran or military status, sexual orientation, or the presence of any sensory, mental, or physical disability or the use of a trained dog guide or service animal by a person with a disability is recognized as and declared to be a civil right” and “(a) The right to obtain and hold employment without discrimination;

(b) The right to the full enjoyment of any of the accommodations, advantages, facilities, or privileges of any place of public resort, accommodation, assemblage, or amusement”

Federal law states the following: 42 U.S. Code § 1981 - Equal rights under the law

(a)Statement of equal rights

All persons within the jurisdiction of the United States shall have the same right in every State and Territory to make and enforce contracts, to sue, be parties, give evidence, and to the full and equal benefit of all laws and proceedings for the security of persons and property as is enjoyed by white citizens, and shall be subject to like punishment, pains, penalties, taxes, licenses, and exactions of every kind, and to no other.

(c)Protection against impairment

The rights protected by this section are protected against impairment by nongovernmental discrimination and impairment under color of State law.

42 U.S. Code § 1981a - Damages in cases of intentional discrimination in employment

(a)Right of recovery

(1)Civil rights

In an action brought by a complaining party under section 706 or 717 of the Civil Rights Act of 1964 [42 U.S.C. 2000e–5, 2000e–16] against a respondent who engaged in unlawful intentional discrimination (not an employment practice that is unlawful because of its disparate impact) prohibited under section 703, 704, or 717 of the Act [42 U.S.C. 2000e–2, 2000e–3, 2000e–16], and provided that the complaining party cannot recover under section 1981 of this title, the complaining party may recover compensatory and punitive damages as allowed in subsection (b), in addition to any relief authorized by section 706(g) of the Civil Rights Act of 1964, from the respondent.



The Civil rights act of 1964 in section 202 and 203 states "SEC. 202. All persons shall be entitled to be free, at any establishment or place, from discrimination or segregation of any kind on the ground of race, color, religion, or national origin, if such discrimination or segregation is or purports to be required by any law, statute, ordinance, regulation, rule, or order of a State or any agency or political subdivision thereof. SEC. 203. No person shall (a) withhold, deny, or attempt to withhold or deny, or deprive or attempt to deprive, any person of any right or privilege secured by section 201 or 202, or (b) intimidate, threaten, or coerce, or attempt to intimidate, threaten, or coerce any person with the purpose of interfering with any right or privilege secured by section 201 or 202, or (c) punish or attempt to punish any person for exercising or attempting to exercise any right or privilege secured by section 201 or 202."

Employees who have religious and medical exemptions are being harassed by Ralph Pruitt to the point of resignation or being unwell and having to take sick days. The law clearly states they must be allowed equal access and equal treatment. Ralph Pruitt instead has created guidelines the employees must follow, guidelines above and beyond what is mandated by Governor Inslee. Ralph Pruitt does not have the authority to create requirements as he pleases against employees he disagrees with and discriminates against. According to federal law what Ralph Pruitt is doing is "unlawful intentional discrimination" and guarantees the persons he is discriminating against extra compensation and punitive damages.

Ralph Pruitt has harassed several employees on THIRTY+ different days and occasions. This is unacceptable behavior which can only be seen by a reasonable person as harassment, coercion and intimidation. Per Washington state law (RCW 9a.46.110) stalking is defined as "(i) Intends to frighten, intimidate, or harass the person; or (ii) Knows or reasonably should know that the person is afraid, intimidated, or harassed even if the stalker did not intend to place the person in fear or intimidate or harass the person."

Following and watching employees and letting them know that he has been watching them on many occasions over a three month period is severely worrisome. It is clear Ralph Pruitt is intentionally attempting to cause the employees to submit to his demands even though federal and state laws protect them.

As if that was not enough, Ralph Pruitt has also retained an attorney to help harass his employees further. It is clear that Ralph Pruitt is on a streak to abuse his power as much as the board will allow him to, which has been without limit.

Ralph Pruitt has enabled and allowed for children to be sexually assaulted under his supervision. Ralph Pruitt has enabled and allowed staff and students to be physically assaulted under his supervision. Ralph Pruitt has allowed and created situations that have caused emotional trauma to students, parents and staff. Ralph Pruitt himself harassed and intimidated his staff on multiple occasions and in a repetitive pattern.



We would like the board to answer the following questions.

Why has the board allowed children to be sexually assaulted to be traumatized further under the supervision of Ralph Pruitt?

Why has the board not set up a procedure to report discrimination or harassment to anyone other than the Superintendent?

Why has the board allowed Ralph Pruitt to make up guidelines as he wishes? The policy regarding staff complaints, which has been asked to be revised multiple times, is unfair and biased toward the Superintendent. Staff has 15 days to file a complaint to the principal, Ralph Pruitt. If unresolved, the complaint then goes to the Superintendent, also Ralph Pruitt. If still unresolved, it then goes to the board for a hearing. Ralph Pruitt has used this policy to sweep his actions under the rug and intimidate the staff. Do the rights of Skamania School employees disappear after 15 days; when the statute of limitations in the law is years if not decades, in these types of cases?

Has the school board spoken to the counselor who has been advocating for the safety of the child that was assaulted?

Who allowed and authorized Ralph Pruitt to reach out to attorneys from other counties to help harass the employees who would not submit to his illegal and discriminatory demands?

With the public exposure of the actions of Ralph Pruitt, any reasonable person in the same situation would expect that Ralph Pruitt should resign. Ralph Pruitt has created an environment that is a threat to the physical, mental and emotional health of everyone in Skamania School District. The board members have allowed the harassment and abuse to go on for too long. Ralph Pruitt has violated school policies, state laws and federal laws under this board.

In order to stop all of this and prevent any further incidents, it would be our recommendation that Ralph Pruitt, a resident of Clark County, resign from his duties in Skamania. Only then, can the School District start restoring the faith of their community and fixing the atrocities that have been allowed to happen.

Sincerely,

WashougalMoms and Skamania Defenders