



SANTA  
CLARA  
UNIFIED  
SCHOOL  
DISTRICT

1889 Lawrence Rd.  
P.O. Box 397  
Santa Clara, CA  
95052  
(408) 423-2000  
PAUL PEROTTI  
SUPERINTENDENT

WARNING NOTICE

June 27, 2002

Dominic Caserta  
2036 Stone Pine Court  
Santa Clara, CA 95050

Dear Dominic:

This is to notify you that the district has completed its investigation into your alleged sexual harassment of a student at Santa Clara High School.

I met with you on Monday, June 17, 2002 at 11:45 p.m. in the Brad Syth's office. Present at the meeting were you, Carol Holmgren, Brad Syth, Rod Adams and myself. The purpose of the meeting was to investigate the allegations of sexual harassment made against you by a student in your class, [REDACTED]. I gave you a copy of the letter from [REDACTED]'s parents (attached) that outlined the allegations and asked you to respond to those allegations. Prior to the meeting, Brad Syth and Brian Allen a SCPD officer, conducted an investigation into this allegation. I sent you a copy of their investigation (attached) without the names of the students who were interviewed. The students were from the same class as [REDACTED].

Based upon your response to the letter from [REDACTED]'s parents, where you have emphatically denied all allegations and the investigation that was made by Brad and Brian, I have concluded that there is sufficient evidence to determine that the impact of your comments and actions have created a hostile workplace environment for our students in violation of District Policy 4321.

I am directing you to stop any comments or behaviors that violate the District's unlawful harassment policy.

You are to refrain from personal conversation with people in the workplace about yourself or others that have any sexual connotation.

The district has significant potential liability for any negative conduct that creates a hostile work environment. The district will not tolerate it and will take necessary action to assure that it does not continue. You need to be aware of the seriousness of this matter. Your behavior and comments seriously affect your students and co-workers. You also must be aware of the potential for personal liability if your were sued for sexual harassment.

This completes the District's investigations regarding these allegations. I expect that you will not engage in any further comments, actions or behaviors that violate the District's unlawful harassment policy or that result in complaints of a hostile working environment or sexual harassment in the workplace. Future complaints may result in disciplinary action up to and including dismissal.

Sincerely,

Butch Pastorini  
Assistant Supt., HR  
Santa Clara Unified School District

Cc: Personnel File  
Syth  
Adams

UTSC "To prepare every student to succeed in an ever changing world."

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