



Made in
Hayward

BOARD OF EDUCATION RESOLUTION 2324-31
Approving Censure of Board Trustee Joe Ramos

BACKGROUND

A. The Board of Education's General Counsel, Garcia Hernandez Sawhney, LLP, engaged an outside firm, the Oppenheimer Investigations Group (OIG) to conduct a fair and thorough impartial investigation into hostile work environment complaints against Trustee Ramos.

B. A Executive Summary of Report Concerning Complaints Against Trustee Ramos (Report) was completed on February 27, 2024. The Report included the following significant findings:

1. Evidence supports allegations that Trustee Ramos has made deprecating comments on multiple occasions toward employees of all backgrounds who do not agree with his views, questioning their intelligence and competence and in at least one instance, using a race-related reference that caused shock and discomfort to many who heard the remarks. The investigator concluded that a reasonable person would find Trustee Ramos' comments against one of the employees who filed a complaint against him to be humiliating, intimidating, offensive or threatening and further found that in making these comments, Trustee Ramos violated Board Policy 9005.

2. The incident in which a race-related reference was used occurred during the Hayward Unified School District Board of Education meeting on January 24, 2024, when Trustee Joe Ramos made the following statement to a District administrator after they made a presentation to the Board: "Some of what you said today is alarming to me. Some of these parents here, they should take a rope and string you up."

3. A preponderance of the evidence gathered in the investigation showed that Trustee Ramos made disparaging comments during multiple Board meetings against a District teacher based on that teacher's sexual orientation and that a reasonable person would find such comments humiliating, intimidating, offensive or threatening. The investigator further found that Trustee Ramos' statements essentially accused all teachers who publicly identify as LGBTQ+ of "grooming" students to be LGBTQ+ themselves or recruiting students to become part of the LGBTQ+ community. "By using the term 'grooming,' Ramos' statement further implies that teachers who identify as LGBTQ+...are preying on students if they discuss issues related to sexual orientation and gender identity, or that LGBTQ+ teachers are encouraging students to question their own gender identity or sexual orientation. Such language also invokes the 'LGBTQ+ grooming' stereotype, the false assertion that LGBTQ+ people are pedophiles, sexual predators and a threat to children." The report further found that these comments "fall outside of the District's expectations of their Board members as defined in Board Policy 9005."

4. The report also found that Trustee Ramos made repeated comments that were not welcomed, invited or requested regarding a female employee's attractiveness and appearance and that evidence showed that Trustee Ramos had a "general habit of complimenting women and thereby making them uncomfortable." The investigator noted that it is understandable given



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the imbalance of power between an employee and a member of the District's elected Board of Education that employees receiving these types of comments might block them out and continue to do their jobs rather than make a complaint.

C. When any Trustee makes comments toward District employees that are humiliating, intimidating, offensive or threatening, they are not engaging in protected free speech. This type of conduct conflicts with the right to work in a safe environment. It harms our staff and our students, does not comport with the Board's values, and it is not acceptable.

D. Given the findings by the independent outside investigator, this Board has a legal and moral obligation to take action to protect the District's employees and students.

THE BOARD OF EDUCATION THEREFORE RESOLVES AS FOLLOWS:

The Board hereby condemns the abusive comments and behaviors of Trustee Ramos toward District employees as summarized in the outside investigator's Report.

Be it further resolved that the interim measures adopted by Board on February 14, 2024 to protect the District's employees, including the following, are hereby made permanent:

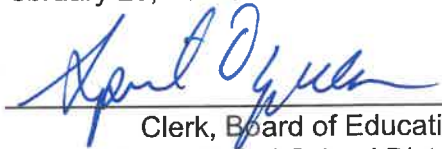
1. Trustee Ramos' appointment as a representative of the Board to all Board Committees, groups and organizations is hereby rescinded.
2. Trustee Ramos will not be permitted to meet individually with or question members of the District staff except the Superintendent.
3. Trustee Ramos will not be permitted access to District staff workspace areas, including without limitation District office and school sites.

PASSED AND ADOPTED by the following called vote this: February 28, 2024.

Vote 4-0-1

Yes: Bufete, Prada, Oguenda, Rawdon

Absent: Ramos


Clerk, Board of Education
Hayward Unified School District
Alameda County, State of California