

BEFORE THE TEACHER STANDARDS AND PRACTICES COMMISSION
OF THE STATE OF OREGON

In the Matter of the)	STIPULATION OF FACTS AND
Educator License of)	FINAL ORDER OF
ROBIN CHAPPELL)	PUBLIC REPRIMAND AND
)	PROBATION

On February 19, 2021, the Teacher Standards and Practices Commission (Commission) received a misconduct report from the Human Resources Department of Eugene School District (ESD), indicating possible professional misconduct on the part of licensed educator, Robin Chappell, (Chappell).

After review of the matters alleged, Chappell and the Commission agree that their respective interests, together with the public interest, are best served by a stipulation to certain facts, the imposition of a Public Reprimand, and a period of probation.

This Order sets forth the facts upon which the parties have agreed and the sanction to be imposed. Chappell stipulates that there are sufficient facts contained in the Commission's files and records to support the findings of fact and conclusions of law set forth below. In entering into this stipulation, Chappell waives the right to a hearing to contest the findings of fact, conclusions of law and order set forth below.

By signing below, Chappell acknowledges, understands, stipulates, and agrees to the following: (i) he has been fully advised of his rights to notice and a hearing to contest the findings of fact, conclusions of law, and order set forth below, and fully and finally waives all such rights and any rights to appeal or otherwise challenge this Stipulation of Facts and Final Order of Public Reprimand and Probation (Stipulation and Final Order); (ii) this Stipulation and Final Order is a public document and disclosed to the public upon request by the Commission; (iii) this Stipulation and Final Order is contingent upon and subject to approval and adoption by the Commission. If the Commission does not approve and adopt this Stipulation and Final Order, then neither Chappell nor the Commission are bound by the terms herein; (iv) he has fully read this Stipulation and Final Order, and understands it completely; (v) he voluntarily, without any force or duress, enters into this Stipulation and Final Order and consents to issuance and entry of the Stipulated Final Order below; (vi) he states that no promise or representation has been made to induce him to sign this Stipulation and Final Order; and (vii) he has consulted with an attorney regarding this Stipulation and Final Order and has been fully advised with regard to his rights thereto, or waives any and all rights to consult with an

attorney prior to entering into this Stipulation and Final Order and issuance and entry of the Stipulated Final Order below.


STIPULATION OF FACTS

1. The Commission has licensed Chappell since August 27, 1997. Chappell currently holds a Professional Teaching License, with endorsements in Elementary – Multiple Subjects (PK-12) and World Language - French (PK-12), valid from January 11, 2021 through December 1, 2026. During all relevant times, Chappell was employed by the Eugene School District (ESD).
2. On February 19, 2021, the Commission received a School District Misconduct Report from the Human Resources Department of the ESD. The report alleges Chappell captured a 40 second videotape of a female co-worker, without her permission on November 12, 2020 via Zoom. Additionally, it was discovered that Chappell stored inappropriate images on his school issued laptop and made “cat meow” sounds towards other female co-workers.
3. An investigation conducted by ESD resulted in the allegations listed above being substantiated. The investigation determined that Chappell recorded a 40 second videotape of a female co-worker, (EL) on Zoom, while she was demonstrating exercises for a Physical Education class. The video recording was made without EL’s knowledge or permission. Additionally, EL reported to the district that Chappell made flirtatious/harassing comments to EL about her Zoom Physical Education class, including complimenting her workout attire, and suggesting that she put her “bum” in the screen. EL reported to the district that the comments made her feel uncomfortable and stated she felt like Chappell was “sexualizing” her body. It was noted in the district investigation that Chappell took several screen shots of the video recording which focused on EL facing the camera in a “provocative position which focused on her “boobs, bum and crotch.” After making the recording, Chappell told EL he had made a video recording and asked her if she wanted to see it. She told Chappell no, and he sent her screen shots of the video despite EL telling Chappell that she didn’t want to see the recording. District investigation also revealed that multiple female staff reported Chappell would frequently make cat “meowing” sounds around them. Several of the female

staff, who had been the recipients of the meowing, reported they found your “cat calls” highly inappropriate and offensive and asked Chappell to stop. During the course of the district investigation, the contents of Chappell’s work issued laptop computer was reviewed by district staff. Inappropriate photos of naked adults around children were found on the hard drive of Chappell’s computer, including a photo of an older adult male with an erection, holding a young child on his lap. The district investigation substantiated these allegations and issued Chappell a two-day suspension and written reprimand for violating district policy for “lack of professionalism, sexual harassment, and misconduct.”


4. Chappell interviewed with Commission Investigative staff on May 11, 2021 in the company of his attorney, Martin Dolan. During the interview, Chappell admitted to video recording EL, but stated he had done so in the capacity of trying to help her with technology and assist her in the Zoom delivery of her instruction to her Physical Education class. Chappell reported that his comments about her body and attire were made to help her get the proper angle for good visual demonstration of the exercises for the students. Chappell stated that he made EL aware that you had videotaped her, and offered to share the video with her, but she declined. Chappell stated he had no idea that she was feeling uncomfortable and reported that he deleted the video. Chappell also reported to the Commission that he never “meowed” at other staff or co-workers and reported the cat meow sounds he made were always made towards students as a means to “get more comfortable with each other.” Chappell reported he encourages his students to communicate with animal sounds and stated this was just a form of “fun play” with his students. Chappell reported he had no idea that anyone in the school was offended by the meowing until he was made aware of it during the district investigation. Chappell reported the naked images on his district issued laptop computer were images taken by his deceased father. Chappell reported that in 2012, he took a leave of absence from work to travel to Europe to retrieve a compilation of his father’s photography. Chappell stated he placed the images on his computer so he could provide them to a museum. Chappell reported that during that time, he only had one computer, and admitted that placing the images on the district laptop was inappropriate.

IT IS SO STIPULATED:



Robin Chappell

SEP 23, 2021
Date



Trent Danowski, Deputy Director
Teacher Standards and Practices Commission

09/29/2021
Date

CONCLUSION OF LAW

The conduct described above constitutes gross neglect of duty in violation of ORS 342.175(1)(b); OAR 584-020-0010(5) (*Use professional judgment*), OAR 584-020-0025(2)(e) (*Using district lawful and reasonable rules and regulations*).

The Commission's authority to impose discipline in this matter is based upon ORS 342.175.

ORDER

The Commission adopts and incorporates herein the above findings of fact and conclusions of law, and based thereon, imposes a Public Reprimand and four (4) years probation.

Issued and dated this 5 day of November 2021.

**TEACHER STANDARDS AND PRACTICES COMMISSION
STATE OF OREGON**

By 

Dr. Anthony Rosilez, Executive Director