1	BEFORE THE TEACHER STANDARDS AND PRACTICES COMMISSION
2	OF THE STATE OF OREGON
3 4 5 6	In the Matter of the) STIPULATION OF FACTS AND Educator License of) FINAL ORDER OF PUBLIC DOWELL R. WILLIAMS JR.) REPRIMAND AND PROBATION
7	On December 16, 2021, the Teacher Standards and Practices Commission
8	(Commission) received a misconduct report from Portland Public School District
9	(District), indicating possible professional misconduct on the part of licensed educator,
10	Dowell R. Williams Jr. (Williams).
11	After review of the matters alleged, Williams and the Commission agree that their
12	respective interests, together with the public interest, are best served by a stipulation to
13	certain facts and the imposition of a Public Reprimand and a one (1) year period of
14	Probation.
15	This Order sets forth the facts upon which the parties have agreed and the
16	sanction to be imposed. In entering into this stipulation, Williams waives the right to a
17	hearing to contest the findings of fact, conclusions of law and order set forth below.
18	By signing below, Williams acknowledges, understands, stipulates, and agrees to
19	the following: (i) he has been fully advised of his rights to notice and a hearing to contest
20	the findings of fact, conclusions of law, and order set forth below, and fully and finally
21	waives all such rights and any rights to appeal or otherwise challenge this Stipulation of
22	Facts and Final Order of Public Reprimand and Probation (Stipulation and Final Order);
23	(ii) this Stipulation and Final Order is a public document and disclosed to the public
24	upon request by the Commission; (iii) this Stipulation and Final Order is contingent
25	upon and subject to approval and adoption by the Commission. If the Commission does
26	not approve and adopt this Stipulation and Final Order, then neither Williams nor the
27	Commission are bound by the terms herein; (iv) he has fully read this Stipulation and
28	Final Order, and understands it completely; (v) he voluntarily, without any force or
29	duress, enters into this Stipulation and Final Order and consents to issuance and entry of
30	the Stipulated Final Order below; (vi) he states that no promise or representation has
31	been made to induce him to sign this Stipulation and Final Order; and (vii) he has
32	consulted with an attorney regarding this Stipulation and Final Order and has been fully
33	advised with regard to his rights thereto, or waives any and all rights to consult with an
34	attorney prior to entering into this Stipulation and Final Order and issuance and entry of

the Stipulated Final Order below.

35

STIPULATION OF FACTS

- The Commission has licensed Williams since July 10, 2020. Williams holds a School Counselor License with an endorsement in School Counselor (PK-12), valid from July 10, 2020, through February 2, 2024. During all relevant times, Williams was employed as a counselor by Portland Public Schools (PPS).
 - 2. On December 16, 2021, the Commission received a report from PPS indicating Williams may have committed acts which constitute gross neglect of duty and/or gross unfitness. Specifically, the report alleged Williams sexually harassed a female employee from Sabin Elementary School, PPS.
 - 3. Investigation determined that on November 9, 2021, the district received a complaint from a female para-educator at Sabin Elementary School that Williams had recently behaved inappropriately with her a restaurant. PPS placed Williams on administrative leave.
 - 4. Investigation found that after work on Wednesday, November 3, 2021, Williams was dropping off a female para-educator at her residence. The para-educator asked Williams if he wanted to meet her spouse and have a drink at a local restaurant near the para-educator's residence. Williams agreed to both. At the restaurant, Williams, the para-educator and her spouse consumed a round of drinks. Afterwards, the spouse left the restaurant. Williams then shared information about his marriage, asked the para-educator questions about her marriage, and raised several sexually themed topics with the para-educator. The para-educator reported the conversation made her feel uncomfortable, and she left the restaurant via the back door.
 - 5. On December 6, 2021, and prior to the conclusion of PPS's investigation, Williams resigned his position. On December 8, 2021, the district's investigation found Williams violated PPS policies regarding sexual harassment.

Date 02/13/23

IT IS SO STIPULATED:

30 Alandl 31 Dowell R. Willia

Trent Danowski, Deputy Director

Teacher Standards and Practices Commission

1	CONCLUSION OF LAW
2	The conduct described in section four (4) above constitutes gross neglect of duty
3	in violation of ORS 342.175(1)(b); OAR 584-020-0040(4)(n) as it incorporates OAR 584-
4	020-0010(1) (Recognize the worth and dignity of all persons and respect for each
5	individual), OAR 584-020-0010(5) (Use professional judgment), OAR 584-020-
6	0025(2)(e) (Using district lawful and reasonable rules and regulations), OAR 584-020-
7	0030(2)(b) (Skill in communicating with administrators, students, staff, parents, and
8	other patrons), and OAR 584-020-0040(4)(1) (Sexual harassment).
9	The Commission's authority to impose discipline in this matter is based upon
10	ORS 342.175.
11	
12	ORDER
13	The Commission adopts and incorporates herein the above findings of fact and
14	conclusions of law, and based thereon, imposes a public reprimand upon Dowell R.
15	Williams Jr.'s Oregon educator license.
16	Furthermore, the Commission imposes a period of one (1) year of probation upon
17	William's licensure to commence from the date the order is signed by the Commission
18	and subject to the following conditions:
19	1. Williams shall comply with the Standards for Competent and Ethical
20	Performance of Oregon Educators under Oregon Administrative Rules Chapter
21	584, Division 020.
22	2. Within the first six (6) months of his probation, Williams shall take a
23	Commission approved, in-person training course specifically related to sexual
24	harassment and provide the Commission evidence of his successful completion.
25	
26	
27	Issued and dated this day of April, 2023.
28	
29	TEACHER STANDARDS AND PRACTICES COMMISSION
30	STATE OF OREGON
31	
32	
33	By
34	Dr. Anthony Rosilez, Executive Director

Page 3 STIPULATION OF FACTS AND FINAL ORDER OF SUSPENSION AND PROBATION – DOWELL R. WILLIAMS JR.