

1. February 4, 2025 (10:00 AM – 10:30 AM- 2nd attempt)

At the direction of Ms. Pamela Garrett, I was brought into a meeting with Ms. Victoria White, SHS Assistant Principal, in her office. Ms. Garrett initiated and arranged this meeting so that Ms. White could "get to know me" and discuss my hearing disability and nonverbal communication style. This followed a January 31, 2025 meeting at 7:30 AM, during which Ms. White misinterpreted my facial expressions as defiant or insubordinate.

I had expressed to Ms. Garrett prior to this February 4 meeting that I did not wish to revisit or escalate the January 31 interaction. ***I made it clear I preferred to move on and refocus on my work because we already resolved the issue, but I felt pushed and pressured into the meeting despite my discomfort.***

During the February 4 meeting, I again reiterated that I am Deaf/Hard of Hearing and explained that my facial expressions are not defiance, but a result of concentration, sensory fatigue, and my disability. ***After the meeting, I also repeated to my direct supervisor, my verbal request for reasonable accommodations (2nd attempt), including:***

- ***Written summaries of verbal directives and meetings,***
- ***Reasonable time to process and respond to verbal communication, and***
- ***Clear expectations conveyed in writing to prevent misinterpretation of my tone or demeanor.***

Despite my efforts to clarify and request support, the district did not provide any formal accommodation plan, written acknowledgment, or follow-up, continuing a pattern of disregard for my disability and its impact in the workplace.