



Harassment or Discrimination Reporting Form

Bay District Schools policy prohibits discrimination on the basis of sex in any educational program or activity. If you believe you have been subjected to harassment or discrimination, please complete this form or submit a letter with the same information. Following receipt of the formal complaint, an investigation will begin based on the allegations included. The investigation shall be concluded within ten days. The parent shall be sent a written resolution of the complaint.

Reporter Name: Irina Frakes

Email address: ifrakes11@gmail.com

Phone number: 920-395-4768

Incident Date/Time, if known: Multiple, see attached documents

Location, if known: Multiple, see attached documents

Primary Concern (Required), please explain as clearly and neatly as possible, what happened and when, why you believe it happened, and the harassment/discrimination that occurred. Please indicate who was involved and any other persons. Please use additional sheets if necessary:

Naomi was bullied, humiliated, targeted and harassed by Coach Frank at the 8/8/23 practice. He called her out of shape in front of the whole team including more than twenty teammates and other coaches to tell them to look at her so they know and see what kind of athlete will not make the meet team. This was very upsetting to Naomi and she was embarrassed and humiliated. Coach Regina did not stop him or correct him and allowed Naomi to be bullied.

Noami was bullied into quitting the team by the pressure they put on her telling her and me that she could get injured or suffer heat stroke and that her safety was important to them. Noami had her sports clearance from a doctor and also plays basketball so this was manipulation.

My family was harassed by Head Coach Regina when she sent us a threatening email and copied Coach Green, making it an official email since all her official emails come from her personal account.. Regardless that she stated it was not sent as coach, it was an official email from a Bay District employee.

Also, she was targeted for being a girl. In the end only three girls have been removed from the team and Remi the only boy has been allowed to remain. Regina set a time limit for the girls team roster to be filled but the boys team have been continually recruiting more boys. There is now no girls team because they removed three girls, now having less than the required number for a team, but a large boys team.

Please see attached documents



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Persons Involved - please list any persons whom we may contact for additional information to support or clarify your report:

NAME	ADDRESS	TELEPHONE
Jordan Nichols		620-872-4904
Lauren Nichols		620-874-9522
Ambereen Latif		850-276-7809
Ian Kepran		850-708-4119
Katrina Kepra		850-890-2968


(Signature)

09-28-2023
(Date)

Please submit to Bay District Schools, Holly Buchanan, Executive Director of Human Resources or file the complaint with any school level administrator.

Holly Buchanan, Executive Director of Human Resources
1311 Balboa Avenue
Panama City, Florida 32401
(850) 767-4100 Fax (850) 767-4239
buchahd@bay.k12.fl.us

Please Note: This form is not reviewed after hours, on weekends, or during school holidays or breaks.