



SAINT ANN'S SCHOOL

March 25, 2019

To the Saint Ann's Community,

In October 2017, then-board President Jon Weld and Head of School Vincent Tompkins wrote to the Saint Ann's community to announce that we were commencing an investigation into past employee sexual misconduct. This letter followed reports in public Facebook posts of inappropriate behavior on the part of former employees of Saint Ann's School, including one allegation concerning the school's founding headmaster, Stanley Bosworth. We believe now what we said then: Our students are under our protection; caring for them is our most sacred trust. To distort the boundaries of the student-teacher relationship is antithetical to our school's most deeply-held values and undermines the foundations of our educational mission. We then set out to conduct a fair and impartial investigation of these reports; to meet all of the school's obligations under state and local law to report suspected abuse to law enforcement authorities; and to report to the community on the findings of the investigation when it was concluded. This last commitment is the purpose of this letter.

The Investigation

In the immediate wake of the public reports and allegations of misconduct by past employees, Saint Ann's asked David Wolowitz and Susan Schorr, attorneys at McLane Middleton Professional Association, a New Hampshire based law firm, to oversee the investigation. They in turn retained the services of Laura Kirschstein and Julie Freudenheim at T&M Protection Resources to conduct the investigation. Both firms have significant experience and expertise in working with schools on these matters. Contact information for both McLane Middleton and T&M was disseminated by email to the Saint Ann's community with a request that anyone with information to share contact our investigators. From the end of November 2017 until November 2018, T&M interviewed forty-seven witnesses including thirty-two Saint Ann's alumni as well as current and former Saint Ann's faculty, staff and administrators. As a general practice the investigators did not engage in any proactive outreach to those identified as or believed by others to be victims of inappropriate behavior by Saint Ann's employees; they only interviewed self-identified victims who came forward to either the School, McLane Middleton or T&M. The reason for this practice is that it has been shown that contacting those identified by others as victims creates a high risk of re-traumatizing those individuals. T&M *did* reach out to potential witnesses associated with Saint Ann's at any level who knew (or should have known) about the alleged behavior. Some administrators and faculty members who were contacted as potential witnesses participated in the investigation and others declined to talk with T&M. T&M also contacted and attempted to interview any former Saint Ann's faculty members who were the subject of credible reports received. In addition to conducting in-person



and telephone interviews, T&M also reviewed Saint Ann's records believed to contain information relevant to the investigation.

Findings

A total of nineteen former Saint Ann's faculty and staff members were mentioned by witnesses as having potentially engaged in sexual misconduct or boundary-crossing behavior. Some of the nineteen reports were secondhand and could not be differentiated from rumor and speculation; some were firsthand reports that were credible but for which the investigators could not find corroborating evidence. Ultimately, T&M reached findings regarding the conduct of six male former faculty members who engaged in sexual misconduct or serious boundary violations with students. These instances of misconduct occurred between the 1970's and the late 1990's. None of the former faculty about whom there is a finding remained employed at Saint Ann's after the mid-2000's. All of the students mentioned in the findings below were current Saint Ann's students at the time the misconduct occurred, though some misconduct that began when victims were high school students continued soon after those victims had graduated from Saint Ann's. In each of these six cases, T&M also reached conclusions about the school administration's knowledge of the misconduct.

In deciding whether to include a finding of misconduct in their report to the school, T&M carefully weighed a variety of factors and examined the totality of information obtained during their investigation including school records, past written or spoken accounts of the incident and witness reliability and credibility, taking into account that all the reported incidents occurred many years ago and that some of the witnesses were very young at the time of their occurrence. T&M examined, where possible, the consistency or inconsistency of witness accounts of events given over time, witness demeanor during interviews conducted in person, potential witness bias, whether other corroborative or contradictory evidence existed, and, where relevant, the circumstances of witness disclosure. T&M described the vast majority of witnesses with whom they spoke as forthright and careful in their recitations of what transpired. None of the witnesses appeared to be exaggerating or embellishing facts and all seemed genuinely concerned about being as precise as possible when answering the investigators' questions. Ultimately T&M only reached a finding if in their judgment a preponderance of the evidence supported the conclusion that misconduct occurred; this standard is met if it is more likely than not that an event occurred.

Upon completion of the investigation T&M reported its findings to the Saint Ann's Board of Trustees. After careful and thorough deliberation, the school accepted the findings and made a determination as to whether any of the individuals about whom there was a finding should be named in this letter. In making this determination the school decided to give paramount consideration to protecting the identity of victims who came forward, particularly given the small and close-knit nature of the Saint Ann's community. Some of the victims who came forward expressly asked as a condition of their cooperation with the investigation that their identities be protected; for *all* of the victims we wanted to minimize the risk of further compounding the harm done by the initial misconduct and protect their safety and well-being. For these same reasons this letter is providing only brief descriptions of the misconduct that occurred, omitting specific dates, locations, and



details of the misconduct that might make it possible to identify the victim. While we regarded the protection of victims as our most important responsibility in making these decisions, we also considered whether the evidence was clear and convincing (a high probability that the event occurred) and the nature of the alleged misconduct.

Weighing all of these factors and applying them carefully to each finding, the school has decided not to name any of the six former teachers whose misconduct is described below. In several cases the evidence was not clear and convincing, and in all of the cases we concluded that naming the teacher involved created a clear risk that victims could be identified and therefore harmed. We know that even the brief accounts we provide here could create some risk that a victim's identity might be guessed at, but we made the decision that the information below is necessary if we are to confront the misconduct that occurred and acknowledge our institutional responsibility for the harm that was done.

Teacher 1

In the 1990's, a Saint Ann's faculty member engaged in sexual contact with a female senior prior to graduation, and sexual intercourse with that student immediately after she graduated from Saint Ann's.

There was no information gathered during the course of the investigation from either the victim or witnesses to indicate that any adults at the school were aware of this misconduct. The teacher left Saint Ann's in the 1990's.

Teacher 2

In the 1970's, a Saint Ann's faculty member engaged in sexual intercourse with a high school student.

The investigation found that Stanley Bosworth and at least one other administrator were aware of this faculty member's behavior. The investigation found that Bosworth told him to stop the behavior immediately but did not take any further disciplinary action. The investigation found no evidence to suggest that this or similar forms of misconduct reoccurred after this incident during the faculty member's remaining time at Saint Ann's. The faculty member retired from Saint Ann's in the mid-2000's.

Teacher 3

A Saint Ann's faculty member engaged in sexual contact and other inappropriate behavior with a female high school student in the 1970's. The same faculty member engaged in inappropriate physical conduct including unwanted kissing with a female high school student in settings outside of school in the 1980's.

The investigation found that Stanley Bosworth *may* have had some knowledge of the inappropriate



behavior in the 1970's but could not reach a definitive conclusion as to whether he was made aware of the behavior. The investigation did not reveal evidence that formal disciplinary action was taken against the faculty member in response to these incidents or during his remaining time at Saint Ann's. The faculty member left Saint Ann's in the mid-2000's and is since deceased.

Teacher 4

In the 1990's, a Saint Ann's faculty member engaged in physical contact that made a middle school student uncomfortable.

The investigation found that Stanley Bosworth and other Saint Ann's administrators investigated the teacher's behavior and removed the student from the teacher's class. This teacher left Saint Ann's in the early 2000's.

Teacher 5

In the 1990's a Saint Ann's faculty member engaged in inappropriate physical contact and boundary crossing behavior with a female high school student.

The investigation found that this behavior was reported to administrators at the school around the time of its occurrence by the victim and others, but no disciplinary action was undertaken.

In the late 1980's and 1990's this same teacher engaged in boundary crossing and other inappropriate behavior with at least one female lower school student. The investigation found that Bosworth and other administrators were made aware of this behavior in the early 2000's, and the teacher resigned shortly thereafter.

This teacher is currently employed at another school and Saint Ann's informed that school that we received allegations about him. Saint Ann's has now shared the findings of our investigation with his current employer. He is the only former faculty member about whom the investigation reached a finding who we were able to establish is currently working in another K-12 school.

Teacher 6

In the early 1990's, a Saint Ann's faculty member engaged in sexual contact with and made an inappropriately sexual statement to a female high school student at an off-campus party where he was observed to be highly intoxicated. This same teacher kissed another female high school student at the same event.

Neither student reported this behavior to the school, though it may have been witnessed by other Saint Ann's faculty members. This teacher left Saint Ann's in the mid-1990's.



Stanley Bosworth

In October of 2017, an allegation was posted on Facebook that in the spring of 1998, Stanley Bosworth rubbed the leg of a female high school student during a one-on-one meeting in his office. T&M interviewed that former student and found her report to be credible. However, our investigators could not corroborate her story, and thus could not make a finding supported by a preponderance of evidence. We take the step of reporting on this here because of the public nature of the initial allegation, its role in instigating the school's investigation, and the centrality of Stanley Bosworth as the school's founding headmaster.

Institutional Responsibility

Saint Ann's School has benefitted from and been defined by the extraordinary service of its many hundreds of teachers and administrators over the past five decades. Yet this investigation requires us to acknowledge unambiguously that instances of sexual misconduct occurred and that in many of the cases reported here it was handled inadequately and inappropriately by the school. It is deeply distressing and now, inevitably, a part of the history of Saint Ann's.

Multiple faculty members (current and former) recall Stanley Bosworth explicitly warning them to respect the boundary that separated students and faculty. One witness with whom the investigators spoke described it as a "bright line." However, those admonitions did not adequately protect every student who attended Saint Ann's or ensure that administrators in the school were always prepared to respond appropriately when misconduct came to their attention. We now know as a consequence of this investigation that teachers who violated the trust of children, parents, and colleagues were in several cases simply warned or informally admonished, in several instances leaving the children who were affected by their inappropriate behavior confused, angry, silenced, and isolated.

Responsibility in any school, at any time, ultimately rests with the head of school, particularly when he or she is informed of an allegation of misconduct. We must note here the fact that in several instances other administrators at Saint Ann's, when confronted with reports of a faculty member's sexual misconduct or inappropriate behavior, failed to take adequate or immediate steps to investigate, protect or advocate on behalf of students, or to discipline behaviors that were as clearly wrong then as they are today. We regard that as a failure of our institutional culture that compounded the harm done by the initial misconduct. However, in each case reported here, the knowledge administrators had of misconduct was reported to the Headmaster, and we therefore made the decision not to name them here.

We know it is almost certain that the reports our investigators received do not represent the totality of past misconduct at Saint Ann's—the courage required to come forward is extraordinary and too infrequently have our institutional actions provided a firm basis of trust between the school and those who were victims of misconduct. We hope our willingness to investigate the stories we have heard and to report on this investigation will underscore our commitment to learning all there is to know about the school's past. We urge anyone with a report of misconduct to come forward to the



school or to the investigators whose contact information can be found at the end of this letter, secure in the knowledge that hearing their stories and protecting them from further harm will continue to guide our actions.

Saint Ann's Today

Saint Ann's today has clear policies and reporting mechanisms to deal with allegations of misconduct and is striving to strengthen a culture of transparency and accountability. While we continue to protect fiercely the sanctity of the student-teacher relationship and to refrain wherever possible from dictating its terms, we understand that everyone benefits when clear boundaries are established and reinforced. The last thing we wish to become is a school where every student-teacher interaction is interrogated with suspicion or where a child and adult cannot have a conversation on the Red Stairs or in a classroom without the community looking on askance. What we do want is to be a school where concerning behavior is addressed (by those who witness it or by the administration) and where adults who are found to have misunderstood or violated appropriate boundaries are admonished, disciplined, or, when necessary, dismissed. Were a teacher or administrator to be dismissed for serious misconduct, we recognize our obligation to make that information known to other schools that might potentially employ that individual so that they can make an informed hiring decision. After all, we would expect nothing less of them were the situation reversed.

Over the decades since the date of the last finding of sexual misconduct, Saint Ann's, like many schools, has introduced programs, initiatives, classes, trainings and policies to ensure that the close student-teacher relationships we treasure will not result in inappropriate relationships between children and adults. These include:

1. Creating a health program for our middle-school and high-school that covers issues including: safety, adult-child boundaries, how to report sexual harassment or misconduct, accessing support and resources, and consent. The curriculum specifically addresses our current harassment and sexual harassment policies in an age-appropriate way.
2. Implementing training for all veteran faculty and staff members (carried out school-wide in 2018) and introducing into our orientation for new faculty and staff a clear definition and discussion of the importance of the boundaries that must exist between teachers and our students.
3. Setting clear guidelines about what constitutes sexual harassment and explicit instructions for how to report it—these are outlined in our student and faculty handbooks.
4. Hiring full-time and part-time school psychologists (the school's first full-time psychologist was hired in 2010).
5. Instituting annual visits to each division and department by our school psychologist to discuss with all faculty, administrators, and staff our obligations as mandated reporters of suspected child abuse. In the coming year these visits will also include discussion of educator sexual misconduct



reporting as required under recent New York State law. These obligations will be spelled out in our faculty and staff handbook.

6. Adopting a whistleblower policy that provides a confidential mechanism through which illegal or inappropriate conduct can be reported directly to a designated member of the Board of Trustees.
7. Running consent workshops for our high school students and discussing consent in high school health classes as a way of addressing peer-to-peer sexual assault as well as equipping students to recognize and be empowered to respond to suspected instances of misconduct on the part of faculty or staff.
8. Training division heads and other senior administrators to have conversations with and about faculty, staff or administrators' behavior in order to insure that an adult's actions are neither prematurely presumed to be nefarious nor blindly excused as acceptable. We are also further clarifying procedures to ensure that allegations of sexual misconduct are reported to the Head of School or others designated in our Faculty and Staff Handbook.
9. Reviewing and being guided by the National Association of Independent School's newly issued best practices about investigating reports of possible misconduct.
10. Integrating into our faculty evaluations a discussion of a teacher's ability to respect boundaries.
11. Beginning several years ago, conducting background checks on all new school employees.

We are cognizant of the fact that some members of our community who decided not to contact our investigators may wish, in light of this report, to do so now. Those who wish to come forward may contact Laura Kirschstein of T&M Resources at lkirschstein@tmprotection.com or 212-916-8852. We will also provide this contact information on the school website, along with a copy of this letter.

Saint Ann's has always been a place that prides itself on listening to and celebrating our students—their intellect, their passions, their potential. In these instances, we failed to be true to our own vision of children and of education. The fact that the kinds of misconduct we found to have occurred here have taken place at dozens of other schools and institutions is of no consolation whatsoever. We were founded to be a different kind of school. Surely in this realm is where a commitment to being different should matter most of all. We acknowledge our failures with deep regret and with a renewed commitment to ensuring that those who are in our care will be safe.

Vincent Tompkins
Head of School

Mino Capossela
President, Board of Trustees