



Dear ADV Families,

It has come to my attention that individuals have circulated information which has caused many of you some concern regarding our School. I would like to assure each of you that we are aware of this situation and have taken all appropriate measures to timely address the matter. It troubles us that this has blemished the commencement of our school year, but we are satisfied that the matter was fully vetted and handled appropriately when it was initially raised.

Last year an employee raised concerns regarding another school employee. The school immediately convened an investigation into these allegations, and Ms. Dick and I thoroughly investigated all claims, keeping the President of the ADV Board of Directors, Susan Latvala, and our attorney fully informed and apprised of the process. They each were satisfied that the investigation was thorough and complete. Upon conclusion of the investigation, the school took all appropriate measures that may have been required as a result of our efforts. The employee that brought the allegations to our attention was dissatisfied with the results of the investigation. Due to her dissatisfaction, that employee continues to express her dissatisfaction and discussed her opinions with members of ADV's Board of Directors. The members again reviewed her concerns and concluded that the investigation was meticulously conducted and subsequently closed.

Our investigation revealed that a number of the allegations raised are purported to have occurred off school property and under the supervision of the complainant in the capacity of operating a third party business. Such matters would have occurred years prior to the complaint having been filed with the school and would be out of the jurisdiction and control of the school if they in fact occurred. The school is not the forum to enforce or otherwise pursue employment disputes which are purported to have occurred during the operation of a third party's business. Instead, the proprietor of that business is required to have taken all action they deemed appropriate, rather than seek for the school to do so on their behalf. Nevertheless, due to the seriousness of the nature of certain claims, the school made all efforts to establish the veracity of any matter placing any student at risk. The school concluded that the deterioration of the relationship between the parties attributed to the timing and nature of the complaint.

The process of any investigation involves addressing each and every allegation as well as additional information which may come to light during the investigative process. The first determination to be

made is whether an allegation can be substantiated and whether it is even something that rises to the level of taking any disciplinary action. If an allegation against an employee is substantiated, then we must determine what action the School should take as a result, including whether it should undertake any disciplinary measures or termination. Moreover, any substantiated allegations which would place a student's wellbeing at risk would be required to be reported to the appropriate authorities by any and all mandatory reporters contemporaneously with when the incident may have occurred. The investigation revealed that no such reports were made by the complainant nor by any other party. No action is taken in the event of unsubstantiated allegations, including those that may have not involved our school nor violated any rules or regulations of the school.

The details of any employee consequences, if any, are not something that our school is able to discuss. However, please rest assured all appropriate and necessary actions have been taken in this matter.

In an attempt to clarify other information that I have received, and to assure our parents further, please know that none of the safety matters referenced involved any concerns which implicate or involve COVID.

We hope that this communication brings you clarity of the situation and confidence in Academie Da Vinci. We look forward to preparing for the opening of our school year. We miss you all and cannot wait to see you. Additional information about the reopening of school will be forthcoming.

Kind regards,

Mrs. Morgan