

December 3, 2024

Dear Ms. Cecily Bader,

This letter serves to confirm that as a result of your actions, you are suspended from your official engagement as a volunteer/teacher with Tien Shan International School "TSIS" effective immediately as of December 3, 2024, pending our ongoing investigation. A copy of this letter has also been sent to your sending organization/employer, CRU. It has been alleged that you failed to adhere to the TSIS code of conduct as a teacher employed at TSIS and we will be thoroughly looking into this matter going forward.

- Shown differential treatment to students, holding them to different standards by making exceptions, and treating other students in a way that didn't demonstrate impartiality and respect.
- Not prioritized visibility when interacting with students, but instead have spent one-on-one time with students in isolation during school hours and school events.
- Engaged in physical contact with students that is deemed inappropriate or not in line with professional conduct.
- Engaged in unauthorized and/or excessive digital communication with a minor(s) regarding non-school related activities.
- Shared personal information of a sensitive nature, including details related to your sexual history, with students without parental or school consent.
- Have not supervised interactions between students, which has led to/encouraged students verbally attacking/bullying other students.

Your continued presence during this time may undermine the impartiality and thoroughness of the investigation and could cause disruption among the TSIS Adult and Student Community. This action is necessary in order to ensure the health and well-being of our students.

We hope you appreciate the school's predicament, and we thank you for your full cooperation. Due to the nature of the allegations and the number of students involved, we are requiring nine (9) months to complete this investigation. We will be sending out a letter to the parents of the students involved in this investigation, asking them also for cooperation as we will need to review all of the digital communication (including but not limited to emails, texts, chats, etc.) sent between yourself and all students at TSIS, when another adult was not included on the texts, the school email/chat system was not used, and the content was not school related, since your on-site engagement with TSIS starting August of 2021. We will also be conducting interviews with the students and parents of students that have been involved in these allegations.

Below are the terms of your suspension.

- 1) Unless contacted beforehand, you are not permitted to enter school grounds until the suspension is over. Failure to comply will be cause for immediate termination from your engagement with TSIS.
- 2) You are not permitted to use the school email system to correspond with students or teachers. You will only be allowed use of the school email system to stay in compliance with any information requested of you from TSIS during your suspension. Please ensure that any school property in your possession remains secure. Failure to comply will be cause for immediate termination from your engagement at TSIS.
- 3) We advise you to refrain from discussing the matter with anyone in the TSIS Community. You may maintain normal social contact with colleagues on the clear understanding that the allegations listed above should not be the subject of discussion. Should a breach of this advisement occur, it will be a cause for immediate termination from your engagement at TSIS.
- 4) Please make yourself available during school hours should we need further information from you. We expect you to fully comply with our ongoing investigation by providing any required information or documentation. Failure to comply will be cause for immediate termination from your engagement at TSIS.
- 5) Any modifications of this document will be immediate grounds for termination. Failure to sign this document will also result in immediate termination.
- 6) When our investigation is complete, we will contact you, as well as CRU, to outline our findings. If we consider the need for disciplinary action, you will be advised accordingly.

If you have any questions about the suspension mentioned above, please contact me without hesitation.

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Chairman of the Board

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Date

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Cecily Bader

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Date