

Образовательный Центр "Тянь-Шань"

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"Tien Shan" International School

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December 5, 2024

Dear Ms. Cecily Bader,

Upon further discussion with Mike Rebholz, Associate National Director U.S. Staff Care, we would like to extend to you this updated official notice 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 5, 2024, pending our ongoing assessment. 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 following TSIS 2024 Code of Conduct for Child Safety 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 three (3) months, which may be reduced or lengthened, in order to complete this assessment.

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 at TSIS. Should you have personal possessions in the school that you wish to access please contact us directly and arrangements will be made to facilitate this.

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. This includes completing all administrative tasks expected of a volunteer/teacher at TSIS, including but not limited to, submitting to the High School Principal all test scores, lesson plans, grades and all student report comments for the 2024 fall semester. Please ensure that any school property in your possession remains secure. Failure to comply will be accepted as your immediate resignation 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 within 24-48 hours of receipt will be accepted as your immediate resignation from your engagement at TSIS.

6) When our investigation is complete, we will contact you, as well as Mike Rebholz, to outline our findings. If we consider the need for disciplinary action, you will be advised accordingly.

We recognize that these circumstances can be stressful and would encourage you to reach out to CRU, in order to receive appropriate advice and support.

Should you need any clarification of the contents of this letter, or have any queries regarding your suspension, please feel free to contact us.

Chairman of the Board

Date

Chairman of the Board

Date

Cecily Bader

Date

I propose sending the above document as a PDF - as an official document. But, this is what I want to include in the email. I included what I want to express to Cecily in attempt to “restore” her perception of the CST. Not because I’m afraid of her, but because it is also good for our souls and I need that. Let me know what you think.

Dear Cecily,

Attached is the official communication confirming your suspension from the school, which includes details regarding the terms of this decision. It also includes some changes we have made after the meeting with Mike Rebholz.

We also want to address how this situation has impacted not just you but many others, including parties who should not have been involved or informed. The concerns raised against you became increasingly complex due to repeated breaches of confidentiality. Despite these challenges, the CST worked diligently to remain unbiased and neutral throughout the investigation process.

Our conclusions were not based on gossip or rumors but were supported by corroborated evidence from multiple sources. What escalated the gravity of this process was your lack of compliance. It is important to emphasize that we did not hold you to a higher standard than anyone else; rather, we reiterated the expectations clearly outlined in our code of conduct, which applies equally to all teachers and serves as the basis for accountability across the board.

The code of conduct, signed by all staff and volunteers, exists to uphold professional and ethical standards. While we respect differing views on the role of a teacher, the expectation has always been to maintain professional and healthy boundaries. Unfortunately, your unwillingness to adhere to these expectations, compounded by new findings (such as sharing personal details about your sexual history without prior consent from parents or the school and openly acknowledging exhibiting behaviors associated with grooming but dismissing their applicability to yourself), necessitated our decision to place you on leave due to a continued lack of compliance.

Despite these challenges, we believe in good closure with care and support. One of the attempts to express our support was to contribute a small gift of \$500 toward your ongoing member care. Again, this is to demonstrate our commitment to your well-being.

We also want to support a good transition, as this is always difficult for TCKs. If you would like to communicate with the students/teachers regarding your leave of absence, you may record a video message and share it with the CST for review. Upon approval, we will share it with the high school community.

We continue to pray for you and trust that God will guide and provide the right support for you during this time. We are committed to ensuring the safety of our students and will start reaching out to affected families to offer care and support.

Please review the attached document, and if you have any questions, do not hesitate to contact the CST leader.

Thank you,