

<b>CATEGORY: Possible Grooming</b>	<b>Case Study # 18</b>
<b>TITLE: Educator misconduct</b>	<b>DATE: 8-20-2018</b>
<b>SUB-TITLE: suspicion of grooming, inappropriate behavior with students</b>	
<b>LOCATION: Europe</b>	
<p>The teacher had worked previously at the school and not had his contract renewed. There was a rumor that parents had put pressure on administration, but there were no notes in his personnel file and no central record of concerns was kept by the school.</p> <p>He spent a couple school years away, during which time he worked at another international school for only one year. He explained that he had not been working for one year prior to being rehired as he was caring for a sick relative.</p> <p>He was rehired as a 2nd grade teacher based on his previous service at the school. No background check was done except for the one required by the host country, which was to check for previous arrests/convictions in that country only.</p> <p>It is not known if references were checked.</p> <p>Fairly early in the school year the teacher had gained a reputation for being popular with the children for his relaxed and permissive approach. Girls in particular made him a favorite and parents began expressing discomfort with small complaints about inappropriate topics and language. There was at least one instance of a child sitting on his lap. No formal complaints were lodged.</p> <p>The teacher was cautioned not to put children on his lap and to correct his inappropriate language. When another instance of lap sitting was reported he highlighted the child's affectionate manner as his excuse. The school decided to remove his supervisory status, making sure another adult was with him or he was working on other duties.</p> <p>At the end of the year, the school was uncertain how to proceed and reached out to the embassy for guidance. When the teacher was informed his contract would not be continued he was angry, stating, 'why does this always happen?' He stated he would leave the profession.</p> <p>This international school had no code of conduct or central record for recording child protection concerns. These events would not have met the threshold for referral to local services. Due to very stringent employment laws, the school felt lucky they were not sued. It is unlikely they would divulge the real reason for contract termination unless they were asked specifically.</p>	
<p><b>QUESTIONS-COMMENTS-CAVEATS:</b> See the 30 Guiding Questions</p> <hr/>	