



August 24, 2020

To the Academy community,

I am writing to inform the Exeter community that the Rockingham County Attorney's office today has filed criminal charges against former math instructor Szczesny (Jerzy) Kaminski for multiple counts of sexual assault involving a former Exeter student. We are deeply distressed to learn of the harm and suffering that the victim endured.

We know that the impact of sexual abuse is especially traumatic when a student is harmed by an adult whom they had every reason to believe they could trust. We recognize and regret the secondary harm this communication will cause for some of our community members, but it is important that our community is aware of this development.

In 2016, after community members brought forward concerns, the Academy reported suspected boundary violations by Mr. Kaminski to the Exeter Police Department (EPD). EPD closed the case after consulting with the family and completing their investigation. The Academy placed Mr. Kaminski on written notice that certain actions would result in his termination.

EPD received new information earlier this year and informed the Academy that they were reopening their investigation. In this process, the Academy discovered new information about boundary violations committed by Mr. Kaminski and involving the same student, both before and after the Academy made its report to EPD in 2016. As a result, the Academy terminated Mr. Kaminski in April, and barred him from campus and all Academy events. EPD continued to investigate newly alleged criminal actions by Mr. Kaminski. EPD requested that we refrain from publicly announcing Mr. Kaminski's termination while its investigation was underway, for fear that an announcement would hinder or impede their investigation.

I want to reassure you that the safety and well-being of our students is our highest priority. In the last three years we have developed and implemented extensive policies, procedures, and educational programming to support our community members in understanding, recognizing and preventing sexual misconduct. We educate our students on boundaries, affirmative consent, harassment, dating violence and healthy relationships. We also teach them how to be effective bystanders, and make sure they are aware of and know how to access available resources and reporting tools. Our

faculty also receive regular and extensive training in these same areas so that they are able to recognize and report sexual misconduct, as well as be available to support our students. We continue to do all we can to maintain a teaching and learning environment free of sexual harassment and sexual misconduct in any form. Additional information about what we are doing to keep our students safe can be found [here](#).

As you process this news, please know that it is very important to us that our community members are supported, and to assist with this, we have a variety of internal and external support resources available. All of these services can be accessed [here](#).

Please don't hesitate to be in touch with me or our director of student well-being, Christina Palmer, cdpalmer@exeter.edu, whether to report sexual misconduct, to seek counseling or to learn about ways those harmed can promote their healing. We remain committed to investigating any allegations of sexual misconduct and to providing support and resources for those harmed.

Sincerely,
William K. Rawson '71; P'08 Principal

PHILLIPS EXETER ACADEMY