



## ANDOVER PUBLIC SCHOOLS

*"Every Child, Every Day, Every Way"*

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Superintendent of Schools  
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Date: November 30, 2011

To: Andover Staff, Parents, Guardians, and Community

From: Marinel D. McGrath, Ed.D.  
Superintendent of Schools

Subject: Student Safety: Anti-Bullying and Anti-Hazing Policies

As you know, Andover Public Schools recently received very disturbing allegations involving a serious violation of the school district's Anti-Bullying and Anti-Hazing policies. The process of investigating the allegations and enforcing the policies is underway. Andover Public Schools has issued separate statements regarding the status of the investigation.

This statement has two purposes:

- First, the Andover school community is reminded again that hazing and bullying are strictly prohibited and that the school district's policies require students and others who are aware of hazing or bullying incidents to report those incidents to school authorities.
- Second, and equally important, any student who follows this requirement and reports an incident to school authorities or who cooperates with the school district's investigation of an incident is fully protected by the law and school district policies from any form of retaliation, retribution, ostracism, verbal abuse, or harassment. No such conduct will be tolerated and any such conduct will result in discipline, which can include suspension or expulsion. There will be no exceptions.

These policies were adopted because we are long past the time when bullying or hazing could be simply ignored or overlooked. Our core purpose is to provide a fair and safe learning environment for all of our students and we are committed to doing whatever it takes to insure that environment.