



Adena Walker <awalker@csdecatur.net>

Notice of Investigation

Adena Walker <awalker@csdecatur.net>
To: Anthony Downer <adowner@csdecatur.net>
Cc: Karen Newton <knewton@csdecatur.net>

Tue, Oct 15, 2024 at 11:10 AM

Mr. Downer,

This letter serves as formal notification that the district has initiated an investigation concerning allegations that you have not maintained a safe and unbiased instructional environment as an educator, with additional concerns regarding possible preferential support for one group of students over another. These allegations are serious and will be thoroughly reviewed in accordance with district policies and procedures. During the course of this investigation, you will be placed on paid administrative leave. This action is standard protocol to ensure a fair and objective review of the situation.

The district is committed to maintaining a safe and respectful environment for all students and staff. Therefore, this investigation will be conducted to determine the facts and ensure that appropriate actions, if necessary, are taken to address the situation.

Please be aware of the following:

1. **Confidentiality:** The investigation will be handled discreetly. All parties involved, including yourself, are expected to maintain confidentiality throughout the process.
2. **Your Rights:** You have the right to present your side of the story and provide any relevant information
3. **Interim Measures:** Depending on the nature of the allegations, certain interim measures may be implemented to ensure the safety and well-being of all involved. These measures may include changes to your work duties, schedule, or temporary paid administrative leave.
4. **Investigation Process:** A member of the investigation/HR team will reach out to you to schedule a meeting where you will have the opportunity to share your account of the events in question.

Please plan to make yourself available during business hours for an interview. You will be contacted for a specific date, time, and location. We aim to complete this investigation in a timely and thorough manner. You will be kept informed as the process moves forward.

If you have any questions or require further clarification, please feel free to contact me directly.

Thank you for your cooperation during this investigation.

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Adena Walker
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To schedule a time to speak or meet with me please [Click Here - For Weekly Open Office Hours](#)