

Good evening Danvers High School:

As previously communicated DHS has engaged in an investigation concerning comments described in a Snapchat associated with the wrestling team. We have completed our investigation regarding the comments and any related conduct at this time. School administration met with all members of the team and was in communication with parents/guardians. Disciplinary hearings have been held.

The investigation found that while some wrestling team members violated school/athletic codes of conduct, their actions did not rise to the legal definitions of hazing and/or bullying. Violations in this incident included the use of inappropriate, homophobic, profane, and biased language and have been addressed via the student handbook under the following handbook provision which includes suspension from school/athletic events and restorative work as a consequence:

- Disrespect to staff or students through language or gesture

The investigation also found that many members of the team did not engage in such behavior and conduct. With the completion of the investigation, the team will be eligible to resume wrestling team activities starting Tuesday, December 21st.

We are working to change the culture of our school community. This work will take time, persistence, and effort. Students, faculty, and administration are dedicated to this cause. We will continue to work to be transparent and provide consequences and educational experiences that will hopefully change behavior. We are proud that many team members did not participate in this conduct but will work with the team to strengthen their culture including the use of reporting procedures to alert adults to concerns. We also continue to ask for the opportunity for our students to demonstrate growth, remorse, and a changed mindset and to move forward with their educational experience.

Respectfully,
Adam Federico