



Superintendent of Schools
Rick Kershner

Office of the Superintendent
Royal Independent School District
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Dear Royal ISD Community,

I am writing to inform you of two incidents reported to the District in May 2021 involving inappropriate contact between a teacher and students. The first incident, involving alleged inappropriate touching of female students by a RJH band teacher, was reported to the District on May 14. The second incident, involving an alleged inappropriate relationship between a RHS science teacher and a student, was reported to the District on May 18.

In both instances, the District—on the same day as the initial report—began an investigation; notified the parents of the students involved, the Waller County District Attorney and CPS; and removed the teacher from the classroom. The teachers are no longer District employees. The District has fully cooperated with, and will continue to cooperate with, all law enforcement and other oversight agencies with jurisdiction over the matters, including the State Board for Educator Certification.

The District was able to act swiftly in both instances because of the courage of District students and employees who reported the incidents to us. We are a community—if you hear or see, or are subject to, concerning behavior, report it. The District's official Title IX coordinator is Damion Hopkins, who may be reached at (281) 934-2248. Additionally, reports of discrimination, harassment, and/or retaliation may be made to any District employee. District employees are required by Board policy to bring the report to the attention of the Title IX coordinator.

District policies and procedures concerning discrimination, harassment, and retaliation are FFH (Legal), FFH (Local), and FFH (Exhibit), and can be viewed online at <https://policyonline.tasb.org/Policy/Code/1201?filter=FFH>. The District annually reviews its policies and procedures for reporting and investigating discrimination, harassment and retaliation with students, teachers, and staff. Additionally, the District utilizes StopIt!, an anonymous online incident reporting system, to also inform students and staff how to respond to discriminatory, harassing, or retaliatory behavior.

Sincerely,

Rick Kershner
Superintendent of Schools

Statement of Non-Discrimination

Royal ISD does not discriminate on the basis of age, race, religion, color, national origin, sex or disability in providing education services, activities, and programs, including vocational programs, in accordance with Title VI of the Civil Rights Act of 1964, as amended; Title IX of the Educational Amendments of 1972; Section 504 of the Rehabilitation Act of 1973, as amended.

Royal ISD no discrimina por razones de edad, raza, religión, color, origen nacional, sexo o discapacidad en la prestación de servicios educativos, actividades y programas, incluyendo programas vocacionales, de acuerdo con el Título VI de la Ley de Derechos Civiles de 1964, como acordado; Título IX de las Enmiendas Educativas de 1972; Sección 504 de la Ley de Rehabilitación de 1973, según enmendada.