

To: Brother Gregory Sutton
From: Sr Julia O'Sullivan, Principal, St Carthage's School Lismore.

In March, '85, in response to a complaint by a parent of one of the girls in your class, I informed you that the parent considered you were acting in a highly inappropriate manner through your physical contact, and expressions of affection towards her child. I expressed my extreme concern, as my own observations and comments by other teachers led me to believe that her complaint was justified. I directed you to avoid all such conduct in the future.

At a meeting with you in December, '85, two members of my Executive and I informed you of our growing concern at your unprofessional behaviour, which you continued to exhibit towards children at this school, particularly physical contact with female students, obvious favouritism towards certain children, and creation of groups or cliques among pupils which had seriously divided the class and grade. You were advised of the legal implications of inappropriate demonstrations of affection or friendship given by teacher to pupil. At that meeting you were given the following directives:

- No children are to be in the classroom before school or at recess.
- No social interaction to take place in the classroom before school, at recess times, or after school.
- No child is to be taken from the school premises for any reason during school hours.
- No physical contact is to be used as a way of social interaction with students - particularly female students.



Failure to comply with these directives would require me to take action of a serious nature. Informing your superiors would necessarily preface any such action.

On the afternoon of Wednesday, February 19th, 1986, after the class had been dismissed, you were seen to have your arms round a female student. This incident was witnessed and reported to me by the Deputy Principal, Mrs J. O'Grady, and is in direct contravention of the above directions. As a result this letter is to be presented to you as a written warning, a copy is to be given to your Superior. If such an incident occurs again, you leave me no option but to have you dismissed from the staff of St Carthage's School. In order to maintain acceptable professional standards of behaviour, much less Christian standards, and to avoid any further action of an unpleasant nature, I strongly urge you to observe the above directives.

Signed (Sr) Julia O'Sullivan
Date 7.3.86

Signed Bro. Gregory A. Sutton 11/3/86.

after discussion with Bro Alexis steps have been initiated under his supervision. Apologies for the indiscretion of the 19th Feb.