

Report to the Special Committee of the Board of Trustees of Ramaz

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August 30, 2018

Scope of Investigation

This report sets forth the scope and findings to date of the investigation Debevoise & Plimpton LLP (“Debevoise” or the “investigators”) undertook at the request of Ramaz’s Charter Trustees, and under the direction of a Special Committee of the Trustees. Prompting that request were allegations that, while employed at another Jewish day school, Stanley Rosenfeld sexually abused a student. Rosenfeld was employed at Ramaz in the early 1970s.

Though the investigation began as a result of information learned about Rosenfeld, Debevoise’s directive was to investigate any allegation of adult-on-student sexual misconduct or abuse in Ramaz’s history. In accordance with that directive, Debevoise investigated allegations they received and conducted their own review of certain school records. Debevoise found that Rosenfeld committed sexual abuse while employed at Ramaz; Debevoise also found that, at different times throughout Ramaz’s history, other adults affiliated with Ramaz also committed sexual misconduct of varying types and degrees or engaged in inappropriate relationships with students.

In January 2018, at the outset of the investigation, the Ramaz Charter Trustees sent a letter to the Ramaz community urging anyone with information regarding any instances of abuse at Ramaz to contact the investigators. Throughout the investigation, Debevoise relied on information provided by witnesses who were willing to speak with the investigators. In some instances, individuals to whom the investigators reached out declined to respond or to speak with them, a choice the investigators fully respect. The information and findings in this report are limited to information that the investigators could obtain through voluntary interviews and documentary evidence. The investigators carefully analyzed the information obtained and made determinations about the credibility of that information by, among other things, considering whether it was obtained from someone with direct knowledge, whether there were multiple sources for the information, and whether contemporaneous documentation corroborated the information.

The focus of Debevoise’s investigation was not only on any reports of adult-on-student sexual misconduct and abuse, but also on any contemporaneous knowledge of school administrators, teachers, employees, or trustees of reported abuse, and what actions, if any, were taken in response. In total, the investigators conducted over forty interviews, including with alumni, parents, former and current Board members, former and current faculty members, former and current school administrators, and some of the alleged perpetrators. The investigators also obtained information from other witnesses via email, reviewed records of prior Ramaz investigations relating to these issues, and reviewed school records, including Board minutes and personnel files. The investigators have to date received complete cooperation from Ramaz administrators and employees and from the Ramaz Charter Trustees.

Naming Conventions

In deciding whether to name in this report adults accused of sexual misconduct, Debevoise, in consultation with the Charter Trustees, engaged in a holistic assessment regarding that conduct and balanced several factors, including (i) the severity of the conduct, including whether the conduct involved physical or emotional coercion; (ii) the credibility of the evidence obtained and the investigators' ability to corroborate that evidence; (iii) the source of the information; and (iv) whether the school received an earlier report of the misconduct and how the school responded to such a report.

Key Findings

Stanley Rosenfeld

Rosenfeld's Background

Based on documents and interviews, Rosenfeld was employed at Ramaz as Director of the Primary School (nursery through grade 3) from 1972 through 1974.¹ Prior to working at Ramaz, Rosenfeld was an educator for close to twenty years at several other schools, including Westchester Day School ("WDS"), where he spent the three years immediately preceding his employment at Ramaz. Rosenfeld also worked at Camp Massad during some summers, including those while he was at Ramaz and thereafter. He reportedly obtained his position at Ramaz after meeting Ramaz administrators through Camp Massad. After his first year at Ramaz, Rosenfeld was given a two-year contract; towards the end of the 1974 school year, and one year into that two-year contract, Rosenfeld resigned from Ramaz and took a position as assistant principal at Salanter Akiba Riverdale Academy ("SAR"). Contemporaneous documents reviewed by the investigators suggest the decision to leave Ramaz was Rosenfeld's and was motivated by a stated desire to work with middle school age children.

Debevoise understands that, by the late-1990s, Rosenfeld had moved to Rhode Island and became a cantor at Temple Am David. In 2001, Rosenfeld pleaded no contest to two counts of second-degree child molestation in connection with his abuse of a child affiliated with Temple Am David. Rosenfeld received a ten-year suspended sentence and later served eighteen months in prison as a result of a probation violation. He has since been released and is currently listed as a Level III Offender by the Rhode Island Sex Offender Community Notification Unit.

Allegations of Abuse Committed by Rosenfeld

Rosenfeld was employed at WDS prior to Ramaz. The investigators received reports that Rosenfeld sexually abused at least three boys affiliated with WDS, though the

¹ Ramaz's initial communication to the Ramaz community noted that Rosenfeld was employed at Ramaz in 1972-73. A more detailed review of school records revealed that Rosenfeld was in fact employed at Ramaz from 1972-74.

exact timing of the abuse in two of these instances is unclear.² Rosenfeld is alleged to have engaged in conduct with these boys including stroking the boys' genitals and engaging in sexual acts, including oral sex. Some of the abuse occurred at a sleepover Rosenfeld hosted for several boys at his home; other instances occurred at the home of one of the boys when Rosenfeld was visiting or spending the night. Debevoise understands that Rosenfeld used sleepovers at his home and overnights at the homes of others as opportunities to abuse children.

It was reported that the abuse of at least one of these boys likely continued while Rosenfeld was employed at Ramaz, though the boy was not affiliated with Ramaz at the time.

Debevoise also received information that Rosenfeld inappropriately touched Ramaz students during his time at Ramaz. Specifically, it was reported to the investigators that Rosenfeld fondled students over their clothing and sat primary school students on his lap in his office and touched them inappropriately.

While this investigation naturally concerned conduct connected with Rosenfeld's time at Ramaz, the investigators also received reports about conduct that occurred after Rosenfeld left Ramaz, but was still interacting with members of the Ramaz community through his connections to Ramaz families and his employment at Camp Massad. This conduct reportedly included inappropriately touching a then-Ramaz student in a private home in 1980. Debevoise was also informed that there was significant overlap in students/campers and employees between Ramaz and Camp Massad Bet during this period, though there was no official affiliation between the two institutions. Debevoise learned that after Rosenfeld had left Ramaz, but while he was at Camp Massad Bet, Rosenfeld sexually abused a camper, who later became a student at Ramaz, in the camper's bunk on multiple occasions, touching the camper's genitals while the camper was sleeping.

² Although the investigation focused primarily on misconduct at Ramaz and information that shed light on the knowledge of Ramaz employees and administrators, through this investigation, the investigators did learn about misconduct at other institutions. That information is included here, but is not meant to represent an exhaustive investigation. The investigators did not affirmatively reach out to witnesses associated with other schools for information about misconduct in other schools or communities, although whenever the investigators received such information, it was pursued. In certain instances, the investigators received information about victims associated with WDS. WDS previously issued a letter to its community urging individuals with information to report that information to the police, and more recently announced that it had hired a law firm to conduct an independent investigation. As is consistent with Debevoise's process, the investigators have maintained the confidentiality of the individuals with whom they spoke. However, the investigators ensured that victims abused at WDS were aware of the WDS letters to its community.

Debevoise further received reports of sexual abuse of SAR students alleged to have occurred during Rosenfeld's employment at SAR.³ This again was after Rosenfeld left Ramaz, but while Rosenfeld was still employed at Camp Massad Bet.

Adult Knowledge of Rosenfeld's Conduct

There is evidence that, at a minimum, administrators and employees of Ramaz (some of whom were also affiliated with Camp Massad) were made aware of Rosenfeld's misconduct after Rosenfeld left Ramaz. There is no evidence of such awareness at the time Rosenfeld was hired, and there is no direct evidence of such awareness while Rosenfeld was still employed at Ramaz. While the investigators received second-hand reports that Rosenfeld was terminated by Ramaz as a result of inappropriate conduct with children, there is conflicting evidence on this issue.

There is no direct evidence that the Ramaz administration knew at the time Rosenfeld was employed or upon his departure of Rosenfeld's misconduct. However, two individuals reported that they had heard second-hand from the same source, who was a Ramaz employee, that Rosenfeld was terminated as a result of misconduct with Ramaz students and, in at least one instance, the individual informed Debevoise that they obtained this information shortly after Rosenfeld's departure from Ramaz. However, neither of those reports was from individuals with direct knowledge, and the investigators do not have direct evidence supporting that information.

To the contrary, Board meeting minutes and documents from 1974, including correspondence between Ramaz administrators and Rosenfeld, suggest that Rosenfeld left Ramaz voluntarily for his position at SAR and that he obtained the position at SAR on his own, without a recommendation from Ramaz. Debevoise also interviewed several Ramaz Board members from that time period and none recalled that Rosenfeld was terminated as a result of abuse, or that they learned of any abuse by Rosenfeld while he was at Ramaz, though one recalled learning that Rosenfeld sexually abused children likely within a few years of Rosenfeld's departure.

What is clear is that after Rosenfeld left Ramaz, members of the Ramaz administration learned that Rosenfeld engaged in sexual misconduct with children. In total, Debevoise was informed by individuals with direct knowledge of three specific instances in which Rosenfeld's abusive conduct was communicated to Ramaz administrators and employees (some in their capacity as employees at Camp Massad). Each of these communications took place after Rosenfeld had left his position at Ramaz.

First, Debevoise was informed that, in early 1980, Rosenfeld (though no longer employed at Ramaz) molested a Ramaz student in a private home, and the abuse was reported by a child to Ramaz parents. The investigators were told by one of the parents who received the report that both parents met with Rabbi Haskel Lookstein,

³ As with reports relating to events connected to WDS, the investigators ensured that those who came forward with information about abuse at SAR were aware of SAR's ongoing investigation.

the then-Principal of Ramaz (the “Former Principal”), informed him of what happened and urged him to keep Rosenfeld away from children. Several other witnesses told Debevoise that they were aware contemporaneously of this report to the Former Principal. Debevoise interviewed the Former Principal, who stated that, though he recalled learning within several years of Rosenfeld’s departure from Ramaz that Rosenfeld had engaged in inappropriate conduct with children while employed at SAR, he did not recall a Ramaz parent ever reporting to him abuse of a Ramaz student, whether at Ramaz, Camp Massad, or anywhere else. The Former Principal further stated that Rosenfeld was not terminated as a result of any alleged abuse and that he was not aware of any Ramaz student abused by Rosenfeld while Rosenfeld was at Ramaz.

Second, in the early-1980s, a former victim of Rosenfeld asserted that he reported to a then-Ramaz educator – who the investigators understand was then the educational director at Camp Massad and a teacher at Ramaz – that Rosenfeld, who was then reported to be the head of the lower boys’ bunks at Camp Massad, “liked little boys.” The response that individual is reported to have received was that the camp was aware and was watching Rosenfeld. Debevoise interviewed the former Ramaz educator who denied any knowledge of Rosenfeld’s misconduct prior to Rosenfeld’s arrest in 2001.

Third, in approximately 1980, another boy asserted that he approached two administrators of Camp Massad (who were also then employed at Ramaz) about Rosenfeld’s presence at the camp because he understood that the administrators were aware that Rosenfeld had previously abused the boy’s friend. The administrators’ reported response was that Rosenfeld was on the Board of Camp Massad⁴ and there was nothing they could do. Debevoise interviewed one of these administrators who did not recall being approached by the boy regarding Rosenfeld’s presence at the camp, but confirmed that, at some point in the 1980s, one of Rosenfeld’s victims reported his prior abuse.

More generally, a number of witnesses and victims reported that they believed Rosenfeld’s misconduct was widely known throughout the Ramaz community and at Camp Massad. One witness stated that, in the mid-to-late 1970s, she personally informed many members of the broader New York City Jewish day school community – including an administrator and a psychiatrist at WDS and parents of other children connected to Rosenfeld – about Rosenfeld’s misconduct, though she did not recall speaking with anyone in the Ramaz administration.

There is no evidence of any Ramaz or Camp Massad employee or administrator taking action with respect to Rosenfeld, either referring his conduct to law enforcement or warning other schools about the potential for misconduct.

⁴ The investigators were unable to obtain contemporaneous records confirming staff rosters and board membership at Camp Massad during the relevant time period.

Rosenfeld's Admissions

During the course of the investigation, Debevoise, together with investigators for SAR, spoke with Rosenfeld, who is now 84 years old. He admitted to regularly touching children inappropriately whenever he had the opportunity, including, but not limited to, during his time at Ramaz. However, he did not recall discussing his conduct with anyone in the Ramaz administration, and did not recall any complaints about his conduct while at Ramaz. Though he did not admit to all of the misconduct that has been reported to and credited by the investigators, he admitted that he inappropriately touched boys at Ramaz and touched boys at night while working at Camp Massad. In a probation report connected with his molestation charges in the early 2000s (which was referenced in press reports that Debevoise was able to confirm were accurate), Rosenfeld similarly “admitted to constantly having to ‘fight his desire for boys.’” The probation report also stated that, when asked if he had molested both male and female children, he responded that his “preferred prey” was boys.

Conclusions Regarding Rosenfeld

Based on interviews with students, parents, administrators, and Rosenfeld himself, Rosenfeld engaged in sexual misconduct with children during the period he was employed at Ramaz. Debevoise found that there is no direct evidence that anyone at Ramaz knew of Rosenfeld's misconduct when Rosenfeld was hired or while Rosenfeld was employed at Ramaz. However, it appears that individuals affiliated with Ramaz could have later taken action at least while Rosenfeld was still employed at Camp Massad or otherwise continuing to interact with the larger Ramaz community.

Misconduct by Other Adults

During the course of the investigation, Debevoise received information about other misconduct committed at varying times in Ramaz's history by several other adults employed by or affiliated with Ramaz. The misconduct reported was of varying types and degrees. By including all of these instances in this report, Debevoise does not intend to equate all of the conduct presented here. Each report was investigated and the findings are set forth below.

Richard Andron

Based on documents and interviews, Andron was a karate instructor at Tora Dojo and taught after-school karate classes at Ramaz in the late 1970s and early 1980s. In addition to instructing karate at Ramaz, Andron, who the investigators understand was in his thirties, is reported to have taught karate at several other schools in New York around that time. At some point thereafter, Andron reportedly moved to Florida. In 2013, Andron was accused of sexual misconduct in a civil suit unrelated to Ramaz.

The investigators determined that there is evidence that Andron sexually abused multiple Ramaz students during his time teaching karate at Ramaz. Andron's conduct

was similar to that of Rosenfeld in that he had boys spend the evening at his home and stroked boys' genitals while they slept. At these overnights, Andron would at times show the boys television shows or films containing inappropriate sexual content.

Debevoise was unable to determine whether Andron's misconduct with Ramaz students was reported to Ramaz while Andron was still an instructor at the school. The investigators received some information from individuals that at least two instances of abuse may have been communicated to the Ramaz administration while Andron was still at Ramaz. However, the investigators have not been able to verify that information. In one instance, this is because of conflicting memories of witnesses concerning the potential communication. In the second instance, the investigators did not obtain information from anyone with direct knowledge of the communication.

Debevoise spoke with Andron, who stated that at some point in the 1980s, Andron attended a meeting with several rabbis from the broader Jewish community, including the Former Principal, about a complaint against Andron relating to a non-Ramaz student. Though Andron declined to name the other rabbis in attendance or the precise location of the meeting, he stated that the meeting took place at a synagogue that was not associated with Ramaz. According to Andron, as a result of that meeting, Andron was no longer a staff member at Ramaz. The fact of this meeting was not directly corroborated by any other source and the Former Principal did not recall the meeting. Andron declined to comment on whether he behaved inappropriately with Ramaz students, but noted that he was not aware of any complaints made to the Ramaz administration relating to his conduct at Ramaz.

Albert Goetz

In 2005, allegations of misconduct with students surfaced in response to the announcement that Goetz, who had taught in the Ramaz Upper School for over thirty years, would be honored at Ramaz's annual dinner. At that time, Ramaz retained Debevoise to conduct a full investigation into the alleged conduct. As a result of that investigation's finding that Goetz had engaged in improper conduct with female students earlier in his career, he was terminated. However, the 2005 investigation also concluded that Ramaz administrators were aware prior to that year of some (though not all) of Goetz's misconduct.

The 2005 investigation found that, from 1976 through 1987 and again in the early 1990s, Goetz photographed the feet of at least 17 female students and attempted to do so with still others. Additionally, in the early 1980s, Goetz, by his own admission, engaged in romantic and physical relationships with two female students. The relationships involved physical contact. There is also evidence that Goetz made inappropriate comments about female students and inappropriately touched female students by fondling their knees.

The 2005 investigation further found that, in the early 1990s, Goetz attempted to photograph the feet of a female student who refused and reported his conduct to her parents. Her parents then informed the Former Principal, who reportedly responded

that it was not the first complaint he had received about Goetz. Debevoise was informed that the Former Principal required Goetz to be evaluated by a psychiatrist at that time. The psychiatrist was only aware of the one incident involving Goetz's attempt to photograph the student's feet, and determined that he could continue as a teacher. There is no evidence that Goetz engaged in further misconduct after this evaluation in the early 1990s. The Former Principal reportedly received another complaint in 2000 about Goetz's conduct with multiple female students in the late 1970s and early 1980s; the 2005 investigators were informed that he responded at the time by noting that these issues had been addressed.

When asked about the incident as part of this investigation, the Former Principal acknowledged that he received this information about Goetz photographing students' feet, and indicated that he tried to address the situation to the best of his abilities at that time. However, with the benefit of hindsight, he recognizes that he could have handled the situation better. Despite this earlier knowledge regarding Goetz's inappropriate conduct relating to photographing students, there is no evidence that any member of the Ramaz administration, including the Former Principal, was aware prior to 2005 that Goetz had engaged in romantic and physical relationships with the two students in the 1980s.

Other Allegations

Debevoise received reports of misconduct allegedly committed by three additional former Ramaz teachers.

First, shortly after the announcement of the investigation into Rosenfeld, Debevoise received an allegation of improper conduct by a then-current Ramaz Upper School history teacher. The teacher was alleged to have engaged in an inappropriate, non-physical relationship with a female individual who was his student at the time of the conduct. The allegation was corroborated through documents and an interview with the teacher, who admitted that he violated school policy by engaging in an inappropriate, non-physical relationship with the student. He was immediately removed from the school and was subsequently terminated.

The investigators then reviewed the teacher's work emails. While there was no indication that he engaged in other relationships as serious as the one originally reported, the investigators found other overly familiar email exchanges with female students. The Ramaz administration took appropriate action in each instance, communicating any concerns to students and parents on a case-by-case basis.

There is no evidence that Ramaz was aware of the teacher's misconduct prior to this investigation.

Second, Debevoise received multiple reports from individuals without direct knowledge that, in the early-to-mid-1980s, a former teacher at the Ramaz Upper School allegedly engaged in a sexual relationship with a then-student. Debevoise was not able to confirm this relationship.

In the summer after that teacher left Ramaz, the school received an inquiry from the teacher's subsequent employer about a "rumor" relating to the teacher. The Former Principal sent a letter to the employer confirming that he and another senior Upper School administrator did not believe the "rumor" was true. The Former Principal could not recall what the "rumor" related to or what he did to investigate the rumor at the time. The senior Upper School administrator confirmed that she was aware of a rumor that the teacher was involved in a relationship with a student, that she did not believe the rumor based on her knowledge of the teacher, and that she did not otherwise investigate or speak to the teacher about the allegation.

Third, Debevoise received information that, almost two decades ago, a former Middle School teacher is alleged to have touched a few female students in the classroom in a way that was inappropriate and made them feel uncomfortable. Debevoise received information from some of the students, who reported that the teacher either touched their hair, shoulders, or lower waist. He is also alleged to have tickled one of the students, described her as "beautiful" and as his "favorite," and asked to meet with her alone.

The former teacher's conduct was reported to Ramaz immediately after it occurred; senior Ramaz administrators, including at least one senior Middle School administrator, were aware of the allegations. The administrators consulted with outside counsel and provided outside counsel with certain information. Outside counsel spoke with the teacher who denied the allegations and outside counsel reviewed the matter with the administrators. The teacher was counseled by Ramaz administrators that the alleged conduct was not appropriate, and the administrators concluded that there was no conduct that justified additional action. The students felt that the school did not understand or support them at the time. Ramaz did not receive reports of inappropriate touching by this teacher following the early 2000s.

The investigators also received and evaluated other allegations of varying types of misconduct relating to other individuals that did not fall within the purview of this inquiry.⁵

Conclusion

In this investigation, Debevoise endeavored to investigate any abuse in the Ramaz community committed by Rosenfeld, as well as any other allegation of adult-on-student sexual misconduct or abuse in Ramaz's history. Those findings are set forth above.

The investigators learned of six Ramaz employees and affiliates, including Rosenfeld, who likely abused or behaved inappropriately with Ramaz students. Over the course of the investigation, Debevoise heard from multiple witnesses that they felt Ramaz

⁵ For example, the investigators received a report that, in the 2000s, a Ramaz educator physically assaulted a student. This conduct was inappropriate and was reported contemporaneously. The educator was later terminated for unrelated reasons.

had not appropriately addressed some of these allegations. Based on the findings of this investigation, there are at least some instances in which administrators at Ramaz could have done more to protect Ramaz's students. Debevoise has strived to present the information obtained as forthrightly as possible, based on the evidence the investigators were able to obtain, while respecting the privacy and protecting the identity of the victims and of those with whom the investigators spoke.

Ramaz has provided complete cooperation throughout this process. It has also demonstrated that today, it is dedicated to its zero-tolerance policy for any inappropriate behavior between employees and students, by acting swiftly and decisively this past winter to remove a then-current teacher in the face of a credible allegation of misconduct. Additionally, Ramaz conducts extensive background checks, not only for Ramaz employees, but for other adults who interact with Ramaz students, and is committed to working to build the safest and healthiest environment for its students. Ramaz has implemented additional training programs, including a day-long training for all faculty and staff that took place on August 30, 2018. This training was conducted by outside expert T&M Protection Resources, and Ramaz anticipates implementing additional practices and protocols as a result of that training.

Though this report concludes Debevoise's formal investigation, the investigators will continue to be available should anyone wish to come forward with additional information. Helen Cantwell can be reached at hcantwell@debevoise.com or 212-909-6312, and Andrew Ceresney can be reached at aceresney@debevoise.com or 212-909-6947.