

2024 HOMS Maltreatment Report Complaint - Summary Report

G1

**Subject:** Allegations of Failure to Comply with Mandated Reporting Requirements

**Date:** January 4, 2025

G2

**Investigator:** Emily Herman, Executive Director of Administrative Services

**Introduction:** [REDACTED] the parent of student [REDACTED] alleges failure of mandated reporters to comply with their obligations under the Reporting of Maltreatment of Minors Act.

G3

**Allegations:**

G4

- 1. Failure to file a Mandated Report [REDACTED]

G5

**Investigation Process:** The investigation involved:

- Reviewing [REDACTED] complaint.
- Interviewing [REDACTED]
- Examining the initial October 29 incident investigation documents.
- Review of District Policy 414

G5.5

G6

**Findings:**

G7A

**1. Failure to Comply with Mandated Reporting Requirements Allegations:**

- o Interviews were conducted [REDACTED]. Applicable district policies were also examined.

G7B

[REDACTED] The incident occurred during the 1st hour of the school day, but [REDACTED] did not report it until the following day, [REDACTED]

G8

[REDACTED]



G9

**Conclusion with recommendations:** [Redacted]

# 2024 HOMS Investigation Process Complaint - Summary Report



**Subject:** Allegations of Improper Investigation/Student Disciplinary Action

**Date:** January 4, 2025



**Investigator:** Emily Herman, Executive Director of Administrative Services

**Introduction:** [REDACTED] the parent of student [REDACTED] alleges that the investigation into the student's reported physical assault was mishandled, leading to an inappropriate disciplinary response.



### Allegations:

1. Failure to properly investigate due to lack of interview alleged victim
2. Failure to discipline according to Policy 501 Weapons
3. Lack of safety measures



**Investigation Process:** The investigation involved:

- Reviewing [REDACTED] complaint.
- Interviewing [REDACTED]
- Examining the investigation process and supporting documents.
- Review of District Policies
- Consult with Legal



### Findings:

#### 1. Improper Investigation Allegations:

- Interviews were conducted with [REDACTED]  
[REDACTED] Applicable district policy was reviewed.



The investigation found [REDACTED]  
[REDACTED]



The alleged victim's mother initially reported the allegations during a phone call, [REDACTED] On the morning the alleged victim returned to school, the Counselor checked in with her. Despite multiple attempts by the district to arrange an interview with the student, the alleged victim's father declined through an email exchange. Additionally, the student was in attendance for only half a day following the incident and has since withdrawn from the district.



School staff proceeded with the investigation based on the information provided during the mother's call, witness interviews—including [REDACTED] [REDACTED]—and a review of the available evidence.

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G20  
}}}  
G21

**2. Policy 501 Weapons Violation:**

- [REDACTED] claims that school staff violated Policy 501 by failing to assign an “immediate out-of-school suspension for not less than 3 days.” [REDACTED]

[REDACTED]

Following the investigation, [REDACTED]

[REDACTED] [REDACTED] did not report the incident that day [REDACTED]

}}}  
G22

**3. Lack of safety measures:**

- [REDACTED] claims that the school failed to ensure proper safety measures were in place for his daughter, both prior to and following the incident. [REDACTED]

[REDACTED] [REDACTED] did not report any concerns regarding her physical safety at school before the incident. Between the date of the incident and the present, [REDACTED] attended school for one partial day, [REDACTED]

[REDACTED] [REDACTED] had not raised concerns to either peers or staff members. The only mention of issues by [REDACTED] occurred [REDACTED] after she had already withdrawn from the district.

}}}  
G23

**Conclusion with recommendations:** Based on the investigation, [REDACTED]

[REDACTED]

The administrative team determined [REDACTED]

[REDACTED] The district has established safety measures along with commitment to implement accommodations should [REDACTED] have returned to school. [REDACTED]

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G24

}}}  
G23

G1

## G1 - Maltreatment Report Complaint - Summary Report

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By law, MDE must be notified of alleged maltreatment involving school staff. It is MDE's job to investigate and determine fault. MDE is obligated by law to notify the parent of its findings. This is what the District calls a 'Policy 103' complaint. Policy 103 requires routing to a more applicable policy if one is available. Its definition is: [blank]. No, that's not a typo. It has no definition.

G2

## G2 - Investigator: Emily Herman

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Emily is publicly listed by Inver Grove Heights Schools (ISD 199) as Director of Human Resources and as the Human Rights Officer / employment-discrimination Title IX contact. Public-source license review did not locate a Minnesota educator/administrator license record for her, which means the clean educator-licensing-board complaint route may be unavailable.

G3

## G3 - Introduction

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District admits it is responding to a complaint about failure under the Reporting of Maltreatment of Minors Act. You know, the one that MDE must investigate by law.

G4

## G4 - Allegations

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Thank goodness they're doing such a good job looking out for everyone's privacy. We would not want the person who made the allegation to know what they said, after all.

G5

## G5 - Investigation Process

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This one stinks so bad not even their lawyers would put their name on it. We cannot prove they saw this yet, because the District has made false statements to avoid turning over the record, but we are pretty sure they did.

G5.5

## G5.5 - Interviewing [redacted]

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We are aware of at least three mandated reporters with exposure. Does it look like there is enough room in this box to call out three accused individuals plus whoever they interviewed to corroborate? We do not think so either.

G6

## G6 - Review of District Policy 414

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So while processing a complaint that forces routing to a more applicable policy, they explicitly reviewed the more applicable policy that said they had to report it to MDE and follow the law. Do you see 'Referred to MDE' on this list? We do not either.

G7A

## G7A - Findings

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We are not allowed to know who they interviewed or anything else under here. State law mandates parental notification of staff names when maltreatment reports involving them and their child are processed by MDE.

G7B

G7B - Applicable district policies

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So they again reviewed the policy that told them what to do and then did not do it.

G8

G8 - The incident occurred during 1st hour

[back to report](#)

So essentially the only material fact is a victim-blaming jab that makes it appear to be the fault of the neglected child for not telling their neglector sooner.

G9

G9 - Conclusion with recommendations

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By law, MDE must notify the parent of the disposition of any staff-related maltreatment-report investigation it performs. I wonder if that is why this was not properly handled?

G10

G10 - Investigation Process Complaint - Summary Report

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Another 'Policy 103' complaint. Note how they never write out 'did not follow weapons policy related to an incident that was recommended for charging as second-degree felony assault.'

G11

G11 - Investigator: Emily Herman

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Same unlicensed-administrator problem.

G12

G12 - Allegations

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It is nice we get to actually see what they say we said this time. It would be nicer if it stated the fact that the thing we thought should be a weapons incident was five blows to the head with a chair over two separate attacks.

G13

G13 - Failure to discipline according to Policy 501 Weapons

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Again, on the policy that requires more-specific routing, they reviewed the more specific policy and then did not follow it.

G14

G14 - Interviewing [redacted]

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How many names do you think fit under this box? Does this look like a thorough investigation to you?

G15

G15 - Consult with Legal

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Apparently this one is not too gross for their lawyers to put their name on. It is fine if the school wants to have lawyers review complaints for liability. I just wish they would use ones who actually have a right to see the data they are consulting about.

G16A

G16A - Interviews were conducted with

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It seems like it took a lot more black space to cover up that one name this time, does it not?

G16B

## G16B - The investigation found

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The investigation found [redacted].

G17

## G17 - The alleged victim's mother / alleged victim

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How many times do you think they can say 'alleged' while leaving out that police recommended charges of second-degree assault? The assailant later pleaded down to fifth-degree misdemeanor assault. The reason: another child hit kiddo in the head the next day, introducing reasonable doubt about which assault caused the concussion. That's right: they failed to protect kiddo so completely that we could not even establish which assault caused the damage. Of course, there is no school record of the second incident.

G18

## G18 - Despite multiple attempts

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And by this they mean: despite denying the victim family's request for a trauma-informed and neutral investigator or electronic means of submitting answers, then insisting answers be hand-delivered so District email systems would not block them, the victim's father declined.

G19

## G19 - In attendance for only half a day

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Note how they do not mention the four emails we sent informing them we were keeping kiddo home out of concerns for their wellbeing and safety.

G20

## G20 - Review of the available evidence

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'Review of the available evidence' despite making it impossible for the victim to submit evidence? Where do I remember that from... oh yeah, that's right, PLPD.

G21

## G21 - Policy 501 Weapons Violation

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This is their investigation into why a policy that states a pencil is a weapon if used to harm someone did not apply to an event recommended for charging as second-degree assault - aka assault with a deadly weapon.

G22

## G22 - Did not report the incident that day

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Kiddo was so terrified of retribution after experiencing multiple assaults with staff present and doing nothing that they did not even tell us until the symptoms became unmanageable the next day. Clearly, this is a good reason not to consider five blows to the head with a chair as a weapons incident.

G23

## G23 - Lack of safety measures / established safety measures

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Graph and local safety-measures review surface at least nine distinct pre-report parent communications asking for concrete safety steps, safety-measure records, safe-return support, or clarification/action. To spell this out, they will not tell us why kiddo's assault was not handled as a weapons assault, and they will not tell us what they will do to keep kiddo safe unless we send kiddo back into that terrordrome.

G24

## G24 - Conclusion with recommendations

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I just cannot anymore. This is nasty.

# Redaction Index - 2024 HOMS Maltreatment Report Complaint - Summary Report

Each entry identifies surgical family-identifying private data redacted from the following report. The public packet uses red boxes to distinguish these packet redactions from pre-existing source redactions.

Basis: Minn. Stat. § 13.32, subd. 3; Minn. Stat. § 13.02, subd. 12 (private educational/private personal data).

Line	Page	Information Redacted	Classification / Basis
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