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N-4085 Hundvåg, Norway  
May 11, 2015

Mr. Edwin Ladd, Head of School  
(open letter)  
c/o American School In Japan  
1-1-1 Nomizu, Chofu-shi,  
Tokyo 182-0031, Japan

Dear Mr. Ladd:

You are hereby requested to tender your resignation as Head of School at ASIJ. Please search your conscience about both your actions and lack of actions that have brought you to this point. I hope you will recognize that it is best for both you and the school that you voluntarily end your tenure. It is with sadness that I write this, but I feel the circumstances leave no choice.

You are currently the center of turmoil and distress for the trustees, the directors and the greater school community. There are people who look upon you with trepidation and anxiety as vindictive and a bully. There is a battle building up in the boards about you and the school's future course that will likely bring further stains on the school's reputation. Your immediate resignation will set an example for the directors and trustees who have been involved with similar unethical actions and misconduct in dealing with the sexual abuse issues. If they also will resign voluntarily, that will allow the housecleaning and fresh start that are so badly needed.

You are also requested to put into writing the wrong actions and the failures to properly act that have led to your resignation and share these publicly. What have you learned from this that can benefit other school administrators and school boards? Describe the steps of your rationalization of your behavior that have eroded the integrity and adherence to high principles that you must have had in order for ASIJ to have chosen you for this position. You may have enough learnings that they could be published, in which case there could be income to assist victims of sexual abuse. At any rate, it could benefit both you and many others to share these things.

If you decide to tender your resignation, I thank you on behalf of the entire ASIJ community. You also do not need to read any further in this letter. It will not be necessary.

Yours sincerely,

David R. Bruns

ASIJ Class of 1968

Mr. Ladd:

It is very regrettable if you are still reading this letter. I sincerely hoped it wouldn't come to this. Now is the time to cast aside gloves and get down to bare knuckles nitty-gritty.

Let's start off with a relevant reminder from scripture. "The wrong desires that come into your life aren't anything new and different. Many others have faced exactly the same problems before you. And no temptation is irresistible." (1 Corinthians 10:13, TLB)

This is a principle that was pertinent 2000 years ago and still holds today. You are solely responsible for your choices. As you read this letter you may be inclined to try to assign the blame to the school's directors or to circumstances. Remember that if your superiors on the board at any time have asked you to cross one of your red lines, you could have refused and taken the consequences. Crossing those red lines were your choices and now you are facing new consequences.

#### Exhibit A

Reference is made to the letter of February 8, 2004 from Janet Calcote Simmons and Michele Connor to the greater ASIJ community, located at link <http://www.asij1968.com/files/doc13.pdf>. This letter was the critical and sole available source of the reasons why Jack Moyer had just committed suicide. It revealed that at least 17 ASIJ students had been sexually abused and that Moyer had had contact with large numbers of young Japanese children all over the country.

"Everyone" read this letter including the school. It would have been part of your handover from your predecessor as Head of School and the facts it contained must certainly have been revealed to you in discussions prior to your accepting your position. The previous board chair, Karen Thomas, still a trustee today, was informed of Moyer's crimes directly from Simmons already in 2003. This information required immediate decisive actions by the school administration, actions which you failed to implement:

1. Bring all the facts out into the open for parents, students and alumni. Tell what Moyer did and why he committed suicide and what follow-up actions the school was implementing.
2. Carry out a thorough investigation and make a public report.
3. Reach out to locate and provide compassionate assistance to all ASIJ alumni who were victimized by Moyer.
4. Use Japanese media and authorities to reach all possible Japanese victims of Moyer's sexual abuse and ensure that they were provided similar assistance.
5. Ensure that the Japanese police were provided all relevant data about Moyer's criminal activities.
6. Ensure that the school's accrediting body was apprised of all relevant facts including the school's precautions to ensure an end to sexual abuse in the school.

7. Implement background checks in hiring faculty and staff and the numerous other preventative measures that the school did not take until 2014.

There is simply no acceptable excuse for your not taking these actions as Head of School and no excuse for not resigning if the directors would not authorize you to do so.

#### Exhibit B

Reference is made to ASIJ School Policy No. 2200, Conflict of Interest Policy Statement, found on the ASIJ website at <http://community.asij.ac.jp/NetCommunity/Document.Doc?id=259>, and in particular to “separate benefit” in recusal provision B. (1). Once you had committed misconduct such as in the seven points above, you had a clear incentive to keep this hidden in order to preserve your job, your income and your reputation. There is a “separate benefit” you receive from any board decisions that tend to prevent or limit an investigation into sexual abuse at ASIJ that might reveal your misconduct. From this point on you are required to disclose your conflict of interest and you are not entitled to even attend deliberations in connection with the sexual abuse case. The clear evidence shows that you have been in violation of the COI policy for most of your tenure.

#### Exhibit C

Reference is made to Janet Calcote Simmons' “Holding My Hand” blog located at <http://asij-holdingmyhand.blogspot.com/>. This contains Moyer's written confessions of sexual abusing minor girls. It contains information about Moyer's contacts over many years with young Japanese children.

I have it on good authority from Janet herself that the school knew about this blog already in 2009. That means that you possessed this information from early in your tenure.

Again, this information required immediate decisive actions by the school administration, the seven listed actions above which you failed to implement. Again, it was incumbent on you to act with integrity and high ethical standards or to resign in protest if the directors prevented you from doing so. Your failures here were inexcusable. Among other things, your failures meant that many victims would suffer for years longer without being reached and provided hope for healing.

#### Exhibit D

Reference is made to the letter of December 9, 2011 from me to the ASIJ Board of Directors of which you were secretary, located at link <http://www.asij1968.com/files/doc20.pdf>. In it you were provided again the link to the Simmons blog. You were urged to publicly acknowledge the school's responsibility, to carry out thorough investigation and reporting, to locate and provide confidential assistance to all possible victims and to help other schools learn from ASIJ's failures. I pointed out that the police were still not notified and that there could have been other perpetrators of sexual abuse besides Moyer. Perhaps most significant, I pointed out that there are still victims of Moyer who are suffering from pain, guilt and anger, some of whom may not know that they are not alone in this.

Once again, very regrettably, you failed totally to do what was right and just and necessary. You did not take any of the actions requested. You continued the sad tradition of your predecessors in the ASIJ leadership to suppress the truth, ignore the victims, and leave the current students of ASIJ without the level of protection to which they were entitled. Instead,

you sent me a reply that was evasive, mendacious and self-serving, and which is the next exhibit.

#### Exhibit E

Reference is made to the letter of Feb. 20, 2012 from you on behalf of the chair of the Board of Directors, Allan O'Bryant, located at link <http://www.asij1968.com/files/doc25.pdf>. This letter was utterly disgraceful to be coming from a person of your position and responsibility.

1. It was completely evasive and did not address a single one of my challenges to the board.
2. It was self-serving. You used the offensive excuse that you and O'Bryant were not in your current positions when the sexual abuse had occurred.
3. You lied by referring to "our continued support" for victims when there was no such support in existence.
4. You misled by claiming that the school was providing "an appropriate level of education, protection, and proactive measures to insure the safety of our students" when in fact such provision did not occur until 2014.
5. The letter was disingenuous in not admitting that the school already knew all the details of Janet Calcote Simmons' blog.
6. Your conclusion was condescending to pretend that I had written merely to "express my concern" and not to make serious challenges to the Board of Directors.
7. The fact that the letter from the directors was in your name was proof that you had not recused yourself from the case and were in violation of the school's Conflict of Interest Policy.

#### Exhibit F

Reference is made to the letter of November 13, 2012 from me to the ASIJ Board of Directors of which you were secretary, located at link <http://www.asij1968.com/files/doc21.pdf>. I pointed out that the directors cannot have failed to see that the challenges of my 2011 letter to them had not been addressed. I stated that I could "only assume that the board and administration have decided to continue the cover-up of the Jack Moyer case that was begun by previous boards and administrations." I urged the directors to reconsider their silence and inaction and pointed out again that unreached victims were still suffering while the board misused their time.

You acknowledged receipt of my letter but the board never answered, confirming once again the directors' and administration's intentions not to take any responsibility for the seven decisive actions listed above under Exhibit A.

#### Exhibit G

Reference is made to my e-mail to you of Dec. 1, 2012, located at link <http://www.asij1968.com/files/doc22.pdf>. In it you were posed questions concerning whether the school had fulfilled its obligations toward the victims and their families, toward the police authorities, towards the school's accrediting bodies and towards the school's stakeholders. You replied merely "You will receive a response when deemed appropriate." I am still today awaiting that response from you. You have failed to fulfil your responsibilities as director and Head of School.

#### Exhibit H

Reference is made to the letter of March 17, 2014 from you and Board Chair Toppino to the ASIJ Alumni and ASIJ Community, located at link <http://www.asij1968.com/files/doc7.mht>. In this letter you give November 2013 as the starting point for the board's knowledge of Moyer's sexual abuse. Further, you state "Based on other information we have been able to gather", implying that the board had been proactive in investigating the Moyer scandal when just the opposite was true. You were all the time ignoring and willfully failing to act on the information you were being provided. This letter is clear proof that no one can trust you or the ASIJ Board of Directors to speak the truth. It is also proof that both you and Toppino continue to act in violation of the board's Conflict of Interest Policy.

Your actions and failures to act speak louder than words. They show someone who lacks a heart for children and someone who is wanting in empathy for those who are hurting. You did not start really protecting your current students until you were forced to by public outcry. Whatever administrative skills you may possess, you exhibit actions of a callous, cynical person who chooses to follow only what is easy and expedient. As documented here, your entire tenure has been characterized by misconduct and failure to abide by conflict of interest requirements. None of these are acceptable qualities for anyone in a responsible position with children and you must take the consequences and resign.

Yours sincerely,

David R. Bruns

ASIJ Class of 1968

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