



OFFICE OF THE ATTORNEY GENERAL
CONNECTICUT

WILLIAM TONG
ATTORNEY GENERAL

September 8, 2023

By Email and U.S. Mail

Dr. Toni Jones, Superintendent
Greenwich Public Schools
Havemeyer Building
290 Greenwich Avenue
Greenwich, Connecticut 06830

Re: *Civil Rights Investigation of the Greenwich Public Schools*

Dear Dr. Jones:

The Office of the Attorney General has completed its investigation into the possibility of discriminatory employment practices by Jeremy Boland, a former Greenwich Public Schools (GPS) employee.

Where evidence suggests a pattern or practice of civil rights violations, the Office of the Attorney General has the authority to file suit to remedy illegal practices and to exact damages. Conn. Gen. Stat. § 3-129g. We are ready to exercise that authority wherever appropriate to protect Connecticut and its residents.

Our investigation found no evidence that Mr. Boland engaged in a pattern or practice of illegal employment discrimination. We are closing this matter because we are aware of no facts warranting an enforcement action.

Our Investigation

We announced our investigation on September 1, 2022, after a nonprofit, Project Veritas, posted a twelve-minute video with excerpts of recorded conversations between Mr. Boland, then an Assistant Principal at Cos Cob Elementary School, and an unknown interlocutor. In the video excerpts, Mr. Boland claimed to discriminate in hiring, using age and Catholic faith as a proxy for politics or ideology.

Our investigation carefully sought any evidence that Mr. Boland discriminated illegally against any GPS applicant or worker. Among other investigative steps, we:

165 Capitol Avenue
Hartford, Connecticut 06106

An Affirmative Action/Equal Opportunity Employer

- Reviewed 61,105 pages of documents produced by GPS, including documents drawn from searches of Mr. Boland's GPS email account, cloud-based storage, and electronic devices.
- Interviewed thirty-two collateral witnesses, including eight current GPS administrators; fourteen current GPS teachers; four retired GPS teachers; one retired GPS administrator; and five unsuccessful applicants for GPS positions. Our interviewees included witnesses who proactively contacted our office to volunteer information.
- Interviewed Mr. Boland.
- Reviewed all publicly available video posted by Project Veritas. We asked Project Veritas, through counsel, to produce additional non-public video. We also asked them for the name and contact information of Mr. Boland's anonymous interlocutor. Project Veritas declined to produce that information and material.

Our Conclusions

We found no evidence that Jeremy Boland discriminated illegally against any applicant or worker.

We worked with the Town of Greenwich Human Resources Department to identify 25 vacancies that Mr. Boland had any involvement in filling and ten hires with which Mr. Boland was involved as an administrator.

Mr. Boland began working for GPS as a physical education teacher in 2006; became the district's Physical Education Health and Family Program Coordinator in 2018; and was promoted to Assistant Principal at Cos Cob in 2020. He served in that position until he was placed on administrative leave on August 31, 2022, and he resigned from GPS effective June 30, 2023.

We determined that Mr. Boland was never in position to make hiring or other employment decisions independently. He never had independent hiring authority. He was never the only administrator who screened applicants for any position. And he was never the only vote on a search committee that hired or rejected a candidate. According to multiple, consistent accounts from Mr. Boland's former colleagues, Mr. Boland never asked any inappropriate questions during interviews; never exhibited biased attitudes in hiring or otherwise; and never tried to influence others to make employment decisions on any inappropriate or illegal basis. And after examining data on the hiring decisions with which Mr. Boland was involved, we found no indication that Boland or any other person deployed any inappropriate or illegal bias or preference.

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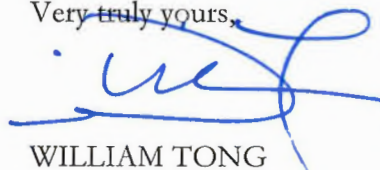
We do not minimize Mr. Boland's reported comments, which were wrong and offensive. Neither does Mr. Boland himself. He admits that the Project Veritas recordings accurately represent his words. He maintains that he made the comments to curry favor with a woman whom he met on a dating app and whom he believed to be a possible romantic connection. But he denies that he illegally or inappropriately discriminated against any applicant or worker. We found no evidence to the contrary.

We also note that GPS hiring structures and practices significantly mitigate the risk of illegal employment discrimination. GPS has developed and deployed a hiring process that draws input from a range of stakeholders and limits the ability of any individual staffer or administrator to illegally discriminate.

Throughout our investigation, we received full cooperation from GPS, its employees, and its attorneys. We appreciate their professionalism and we credit GPS' sincere desire to thoroughly investigate and root out any wrongdoing.

Again, the Office of the Attorney General stands ready to protect the civil rights of Connecticut residents. We will respond to patterns and practices of civil rights violations with investigations and litigation wherever warranted. We find no evidence of actionable violations here.

Very truly yours,



WILLIAM TONG

Cc: Fred Camillo, First Selectman of Greenwich