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## Seibel Situation Analysis

### Order of Institutional Priorities

1. The Students –
  - Must ensure the safety and well being of the students to include the prevention of exposure to voyeurs, pornography, and those displaying pedophilic interests.
2. The School –
  - Maintaining the integrity of the school's technology infrastructure to include: ensuring it is used for appropriate and authorized school purposes only, guaranteeing that it is a safe and appropriate environment for our students, and eliminating its infiltration by those outside the system.
  - Preventing the school from incurring any legal liabilities both presently and in the future from the school's clientele, and from future Seibel employers.
3. Lynn Seibel –
  - Individual – Clearly demonstrates a tremendous amount of need for counseling. S-SM will need to look at whether or not to provide funding for an intervention service.
  - Student – Son is enrolled and will need schooling. We should consider offering the opportunity for the year.
  - Housing – Currently resides on campus in a house that is on the edge of the grounds. Should consider allowing the family to stay on restricted basis.
  - Salary – May want to consider a modest stipend for “consulting” services for new drama teacher, and for helping develop a film curriculum.
  - Under no circumstance would there be any contact with students.

### Situational Analysis:

- On June 3<sup>rd</sup>, Seibel was required to bring his laptop into the Tech Lab because he had not been putting his syllabi on line, claiming the computer was not working. Stolp along with Lynn brought it in from his classroom.
- At that time Seibel shared that it had a number of pornographic images on it that he was not responsible for and could not explain how they got there, hypothesizing that students had been using his computer.
- Moore brought the situation to the attention of the Headmaster who subsequently met with Seibel.
- Seibel shared that he had been giving out his password to students and that they must have be the ones responsible. He also represented that the computer never went home.
- Subsequently Seibel met with Stolp and Brown and the school attorney, at which time Seibel shared that he knew nothing about what was on the computer and was dismayed at how it could have possibly gotten there. He indicted specific students as an explanation.

- Brown had one final meeting with Seibel, making explicitly clear to Seibel the gravity of the situation. Seibel maintained his position.
- The computer's hard drive was sent in for forensic analysis to identify the extent of the pornographic infiltration.
- Seibel retained an attorney who contacted the new Head of School, Stoneman, and requested that he remain informed.
- The forensic report was received by the school and included a written analysis that incorporated:
  - a summary of the tens of thousands of keyword entries on search engines with thousands of them focused on child pornography related inquiries.
  - a CD-ROM of hundreds of the graphic images found that depicted nude men engaging in same-gender sex, nude children, some engaged in sex, others posing.
  - a time and date that each image was accessed on the Internet. A significant portion of the activity is during school vacation time, between 11:00 pm and 5:00 am.
- Stoneman instructed the school attorney to share the report with Seibel's attorney and have him review it with his client. Further, the school's attorney informed Seibel's attorney that we would be informing the police about the situation, and that we would need to know the names of the students to whom Seibel gave out the password and who allegedly used his computer.
- Further, Seibel continued to maintain innocence and revised his story to say that he never gave out his password, just his username. He also suggested that the time on the clock was inaccurate.
- Stoneman agreed to meet once we have the forensic experts get back to us with another report.
- The forensic experts have been asked to do further investigations to identify the credit card information, and whether or not a dial up service has been used, indicating that it was used outside of the office, and the presence of another source of digital information to go to.
- Moore confirmed the accuracy of the clock on all computers to be within .5 of a second.
- In speaking with the school's night watchman, he has shared that over the course of the last year, he has not seen anyone in Seibel's office after hours, and that the office is only accessible if someone has a key.

Next step:

Share with Seibel that at this point my top two priorities are what I am operating on. Therefore, I will not stop focusing on the situation until the school knows definitively what it is that has caused these thousands of pornographic images to "appear" on his computer.

I will let him know that it is not a question of whether we will figure this out, it is just a question of when.

Therefore, because I have reason to believe that he may be responsible for the material on his computer, he will be suspended without pay until the final determination is made as to the source.

If he is clear of any involvement, his job will be re-instated, with back pay.

If it is determined that he is responsible for the material, he will be terminated and be fully disassociated from the school to include housing, salary, and tuition remission for his child.

If he chooses to be forthcoming because he has something to share about his involvement, the following will happen:

- He will be asked to step down from his position.
- He will be offered a chance to do some consulting work for the school for a small stipend, with no student interaction.
- He will be allowed to remain in his house for the school year, but not allowed on other parts of the campus.
- His son will be able to attend for the remainder of the year.

In exchange for this, he must:

- Provide us with evidence of written admonition of his involvement.
- Agree to seek intervention counseling which we will help fund.
- Agree to be nothing short of supportive of the school and adhere to the statement that the decision to leave was his, based upon an interest in trying his hand at consulting – or something to that affect.