



Fayetteville-Manlius Schools

Office of Physical Education and Athletics

8201 East Seneca Turnpike, Manlius, New York 13104-2139

Phone: (315) 692-1919 • Fax: (315) 692-1029

www.fmschools.org

Scott Sugar, Ed.D., CAA
Director of
Physical Education
and Athletics
DASA Coordinator

July 20, 2026

Dear Dr. Saada:

The District has completed its investigation of the concerns you raised in the complaint regarding the Asian American and Pacific Islander (AAPI) Heritage Month assembly held on May 18, 2026, the District's subsequent email to the school community, and the related communications. Based on the nature of the complaint and consistent with the Dignity for All Students Act (DASA) and District Policy, the District commenced an investigation. As part of this investigation, the District reviewed the May 19, 2026 communication from Principal McNamara and information gathered from District administrators and staff.

With respect to the allegation that the May 19, 2026 email constituted harassment, bullying, discrimination, or intimidation under the DASA and District Policy No. 0115, the evidence did not establish that any District employee engaged in conduct that unreasonably and substantially interfered with a student's educational opportunities or emotional well-being, created a hostile environment, or otherwise met the definitions of harassment or bullying contained in District policy.

The email Mr. McNamara sent on May 19, 2026, addressed the AAPI assembly held at the high school on May 18, was intended to inform the school community of the District's response to that event. Similar communications have been issued in the past concerning other significant school-related matters. The investigation found that the email did not identify any specific student and did not contain language that could reasonably be construed as harassment, bullying, discrimination, or intimidation of a student based on any actual or perceived protected characteristic. Accordingly, the allegation was not substantiated, and the District determined that the communication did not constitute a violation of DASA.

Additionally, because you expressed concerns regarding Dahlia's well-being and safety, District administrators and counseling staff promptly checked on her following the May 19 email.

On the morning of May 20, 2026, Mr. McNamara asked Assistant Principal Ms. Haymore and Counselor Kristin Rubacka to meet with Dahlia during the first period. Dahlia reported that although she was surprised by the District's email because she had not seen it before arriving at track practice, her teammates and peers had been overwhelmingly supportive. She added that she received roughly 30 emails and text messages that evening from classmates, teammates, and friends — all of them supportive — and that she had no concerns for her safety. Ms. Haymore and Mrs. Rubacka closed the meeting by reinforcing that Dahlia should contact a teacher, counselor, or administrator immediately if she ever felt uncomfortable, threatened, or unsafe. She was positive and in good spirits throughout the conversation.

During the second period, Mr. McNamara, Assistant Principal Ms. Haymore and Counselor Kristin Rubacka met with Dahlia about any concerns regarding her safety or well-being. Dahlia reiterated that she felt supported and that all the communication she had received had been positive. Mr. McNamara likewise closed the meeting by reinforcing that she should reach out immediately if any concerns arose. Dahlia has not reported any concerns.

The District also attempted to provide additional support through Dahlia's school counselor, Mrs. Campolietta. Because Mrs. Campolietta was absent on May 20, she contacted Dahlia's mother to offer counseling support. Dahlia's mother declined at that time. A subsequent follow-up was made the following week.

While the investigation did not result in a finding that DASA was violated, the District has nevertheless identified supportive measures designed to promote the student's well-being, including regular check-ins with designated staff members, Ms. Benavides, Mrs. Campolietta, and myself, who will be available to provide ongoing support and address any concerns that may arise. This plan is in effect through September 11, 2026, at which time it will be reviewed, revised, or continued if necessary. You are welcome to contact the school at any time to check the effectiveness of this plan.

Sincerely,

A handwritten signature in black ink, appearing to read 'SSg', with a stylized flourish extending to the right.

Scott Sugar, Ed.D., CAA
District DASA Coordinator