



November 20, 2023

Dolores Umbridge
c/o Ministry of Magic
London, England

CACTUS ID 987654321

Christi Olcott
801-538-7818

Ashley Carter
801-538-7583

Joanna Bell
801-538-7973

Dear Ms. Umbridge:

This letter is to inform you that the Utah Professional Practices Advisory Commission (UPPAC) has received information about you, which warrants investigation and may result in disciplinary action against your Education License. It is alleged that you tortured a student, HP. The information that UPPAC has at this point is preliminary. It will be necessary in the near future for a UPPAC investigator to call various people to ascertain the substance, truth, or falsity of the allegations. The investigation will be as discreet as possible, but we do need to ask candid questions. The investigator may also subpoena documents or witnesses, as needed. If it is determined to be appropriate, discipline may include disciplinary letters, reprimand, probation, suspension, or revocation of your educator license.

You have the right to legal representation and due process throughout any course of resolution. Due process includes the right to know any allegations against you and to address those allegations. You may also have the right to a hearing, if the issues cannot be resolved through other means. All information that is gathered—documentary, verbal, or anecdotal—will be protected under Utah records laws pending the investigation. If you are currently employed in a public school, your employer will be informed and involved in the investigation.

If you are being represented by an attorney, please notify us immediately of the name of your attorney so that we may correspond with him/her. Have your attorney file a formal entry of appearance with our office. Once you have identified an attorney, our office will communicate solely with the attorney. If you do not provide us with this information, we will continue to correspond with you and/or assume that you are providing the necessary information to your attorney.

UPPAC action is not dependent upon any criminal investigation, or court or school actions that are proceeding or pending. However, if our investigation

uncovers evidence of unreported criminal conduct, UPPAC may refer such evidence to appropriate law enforcement officials.

While you are under investigation, your CACTUS file provides notice that there are significant concerns regarding your licensing status. In our terminology, your CACTUS file is “flagged.” Notice of the fact that you are under investigation is not evidence of unprofessional conduct.

Our office’s primary method of communication is email. Please make sure your USIMS file has your most updated contact information.

Joanna Bell has been assigned to be the Investigator in your case. Your investigator can be reached at joanna.bell@schools.utah.gov. Depending on the investigator’s caseload, UPPAC’s investigation will generally take 6-12 months. Your case may be reassigned in the future, in which case, you will be informed. The investigation may take longer depending on the availability of witnesses, the outcome of criminal proceedings, or other factors beyond our control. After the investigator has reviewed your case initially with UPPAC, the investigator will contact you to discuss how the case will proceed to resolution.

Please contact me or your assigned investigator at any time if you have any questions or concerns about this matter. I know that we share a common goal of good, confident, and professional educators and role models for all children.

Sincerely,



Ben Rasmussen
Executive Secretary

BR:bs

Cc: Kingley Shacklebolt, Minister of
Magic