



Marunouchi Trust Tower Main Building, 20F
1-8-3 Marunouchi, Chiyoda-ku, Tokyo 100-0005 Japan
Tel: 03-5288-5443
email: president@jalt.org

Formal Apology and Exoneration Statement

Issued by the Board of Directors, Japan Association for Language Teaching (JALT)

On behalf of the Board of Directors, Auditor, and Code of Conduct Committee (CoCC) of the Japan Association for Language Teaching (JALT), we issue this formal statement to apologize to Gary Ross and Stephen Henneberry.

In early 2022 a claim against Gary and Stephen was made to the CoCC. This was not acted upon in a timely manner and allegations which later proved to be unfounded were left hanging over Gary and Stephen. While the Board of Directors placed great effort in resolving this situation, along with honoring the balancing act of respecting the autonomy of the CoCC, breakdowns in communication happened. We acknowledge that Gary Ross and Stephen Henneberry were treated in a manner that did not reflect the standards of fairness, transparency, or respect that JALT strives to uphold. We recognize that decisions and statements made at the time were based on incomplete or misinterpreted information.

Accordingly, we fully exonerate Gary Ross and Stephen Henneberry of any and all allegations or implications of misconduct. We regret that the handling of the situation led to personal distress and possible reputational damage. We affirm that their service to JALT and contributions to the field of language education have been significant, valued, and conducted with integrity.

We are taking concrete steps to ensure greater accountability, transparency, and due process within our organization to prevent such situations in the future. The Board has already implemented a clearer process of communication between the Code of Conduct Committee and the Auditor.

To Gary Ross and Stephen Henneberry: We thank you for your dedication to language teaching and for your patience during this difficult time.

Sincerely,

The Board of Directors

Japan Association for Language Teaching (JALT)