

VIRGINIA: IN THE CIRCUIT COURT OF THE CITY OF NORFOLK

KEELIN HOGAN

Plaintiff,

v.

THE HAGUE SCHOOL

and

FICTITIOUS PERSONS 1-10

Defendants.

CIVIL ACTION NO. _____

JURY TRIAL DEMANDED

SERVE:

Paul Warren, Registered Agent
The Hague School
409 Duke Street, Suite 101
Norfolk, Virginia 23510

AND

Paul Warren, Registered Agent
The Hague School
601 E. Mowbray Court
Norfolk, Virginia 23507

COMPLAINT

COMES NOW the Plaintiff, KEELIN HOGAN, and as and for her Complaint against the Defendant, THE HAGUE SCHOOL, states as follows, to wit:

RELATED CASE NOTIFICATION

1. Plaintiff anticipates that this case will be consolidated with that of *Hogan v. Warren*, CL23-8835, given that the facts are common. Plaintiff had intended to file an amended complaint in the *Warren* action to name the Defendants referenced herein as co-defendants.

However, because the statute of limitations is fast approaching, and because there may have been a question as to whether the claims against the new parties would relate back to the initiation of the *Warren* action, Plaintiff opted to file this separate action in the abundance of caution.

JURISDICTION AND VENUE

2. The Circuit Court of the City of Norfolk has jurisdiction over the subject matter of this Complaint pursuant to Code of Virginia § 17.1-513 since this is a civil action seeking damages of more than \$100.00, exclusive of interest.

3. Venue is permitted in this Court pursuant to Code of Virginia § 8.01-262 (1) since the Defendant resides or does business in the City of Norfolk.

PARTIES

4. The Plaintiff, KEELIN HOGAN (“Miss Hogan”), is an adult resident citizen of the Commonwealth of Virginia. Although Miss Hogan is now of full age, she did not become an adult until earlier this year. At all material times, she was a minor.

5. Defendant THE HAGUE SCHOOL (“THS”) is a Virginia nonstock corporation. Its principal place of business is 739 Yarmouth St, Norfolk, VA, 23510 - 1512. According to the Virginia State Corporation Commission, this Defendant’s Registered Agent for service of process is Paul L. Warren (“Mr. Warren”), with the Registered Agent’s address listed as 409 Duke Street, Suite 101, Norfolk, Virginia 23510.

6. The Fictitious Persons referenced herein are those persons, corporations, partnerships, associations, or other entities, presently unknown, who assisted THS and/or Paul Warren in committing the torts complained of herein. This includes any employee or director of THS who may bear any personal responsibility for the injuries the Plaintiff has sustained as a result

of the actions of THS and/or Mr. Warren. Any reference herein to THS shall be understood to also reference these Fictitious Persons.

FACTS

7. In the fall of 2021, Miss Hogan was 16 years old and a junior at THS. The aforesaid Mr. Warren was 62 years old.

8. Mr. Warren and his wife, Jennifer Warren (“Mrs. Warren”) are the co-founders of THS. At all material times, Mr. Warren was Provost, Chief Administrative Officer/ Headmaster, and teacher at THS, while Mrs. Warren was the Associate Head of School. Thus, at all material times, Mr. and Mrs. Warren were agents or employees of THS who were acting within the scope of their agency or employment with THS. Thus, the acts or omissions of Mr. and/or Mrs. Warren, individually and/or collectively, are imputed to THS by virtue of *respondeat superior*.

9. In September of 2021, Mr. Warren asked Miss Hogan to serve as his Teaching Assistant, to which she agreed. Consequently, Mr. Warren required Miss Hogan to stay late on Tuesdays for two-(2)-to-three-(3) hours to serve in this role as a Teaching Assistant. These weekly meetings between Mr. Warren and Miss Hogan were private one-on-one meetings. These meetings took place between September 2021 through November 2021.

10. Mr. Warren communicated to Miss Hogan that they had a “special connection.” Mr. Warren told Miss Hogan that she had an emotional wall that she put up that prevented her from connecting with people. So, he suggested that they share a joint Google document to use as a journal for Miss Hogan to share her thoughts and feelings. Mr. Warren said he would comment on it, and the two of them could discuss things from the journal at the Tuesday meetings. Over the course of several one-on-one meetings and multiple emails, Mr. Warren encouraged Miss Hogan to open up, to tear down “the wall” of her emotions, and to become vulnerable in these journal

entries. Mr. Warren also discussed Miss Hogan's appearance, calling her "stunning."

11. After a few one-on-one meetings, Mr. Warren began to use their Tuesday meetings to discuss sexual topics. Specifically, Mr. Warren asked Miss Hogan at one of these meetings if she masturbated and whether she was a virgin. Mr. Warren then told Miss Hogan how he masturbated and how he masturbated when he was her age. Thus, Mr. Warren abused his role as Headmaster and teacher at THS by demanding the time and attention of Miss Hogan under the guise of official school communication to induce her into conversations of sexual activities.

12. During these private one-on-one meetings, Mr. Warren would often put his hand on Miss Hogan's leg without her permission. During one of these one-on-one meetings, Mr. Warren put his hand on her thigh while talking to her about masturbation. Mr. Warren eventually started hugging Miss Hogan at the close of meetings when she would get up to leave.

13. During the fall of 2021, Mr. Warren took opportunities to touch Miss Hogan's hair, back or shoulders when walking near her during the school day.

14. Mr. Warren used these one-on-one meetings to talk about his own sexual experiences. Mr. Warren even told Miss Hogan that she looked like she worked in a coal mine because of the sweatpants and sweatshirts she would wear; he encouraged her to wear lace bras and dress in sexier outfits like the students in their sister school in Mexico.

15. When Miss Hogan began to pull away from Mr. Warren, he complained about her lack of response to him and badgered her for her time and attention. In the Google document journal, Mr. Warren writes on October 3, 2021, "I could just say, 'Well, she is busy, changed her mind, whatever,' but I don't believe that. I do believe you want to share some of the things you helped create, that's the fun part."

16. Mr. Warren took opportunities to speak inappropriately about Miss Hogan's

physical appearance and suggested meet-ups with Miss Hogan outside the company of other students and adults, including after hours and on weekends. Mr. Warren writes to Miss Hogan in the Google document journal, “Would you like a closet review? Like Monday or over the weekend?” referring to helping her dress more attractive.

17. At the meeting before Columbus Day weekend in 2021, Mr. Warren told Miss Hogan that he wanted their relationship to be less “student-teacher” and more like equals. He then encouraged Miss Hogan to read *Fifty Shades of Grey*, which is known to be a highly erotic book about a couple who practice sadomasochism. Mr. Warren told Miss Hogan that in this book two characters go on a helicopter and have a romantic moment where the girl gets drunk, but the male character does not take advantage of the female character. Mr. Warren said their relationship is similar to the two characters in the book. Mr. Warren described different sex scenes from the book. At this same meeting, Mr. Warren insisted that Miss Hogan start calling him Paul. Mr. Warren even told her during that meeting she could take his Kindle so she could read *Fifty Shades of Grey* over the weekend without her parents knowing that she was reading the book.

18. On October 7, 2021, Mr. Warren is still trying to get Miss Hogan to respond to him by writing, “I would appreciate another real post over the weekend that we can build on Wednesday.” Mr. Warren follows up that entry with writing, “Oh, and if you want to borrow my Kindle for your trip, it’s on my desk with a map cover.”

19. On October 20, 2021, after Miss Hogan found out she was elected Student Body President, Mr. Warren wrote in an email to Miss Hogan, “So emoté now. And where is my ‘I’m so fíng happy’ hug? #celebratewiththecoach!” Mr. Warren used the fact that Miss Hogan was Student Body President to request meetings with Miss Hogan as well.

20. After one of the one-on-one meetings, Mr. Warren followed Miss Hogan out to her

car. He then hugged her and rubbed his hands up and down her back. Miss Hogan pulled away from his grip, got in her car, and promptly left.

21. During one of these meetings late in 2021, Mr. Warren even told Miss Hogan that she could get raped in college due to her lack of experience with sex. He compared Miss Hogan to a character in a book he had read called *I am Charlotte Simmons*, which is about a girl from a small town in West Virginia who goes to college and ultimately is raped by another college student.

22. At the conclusion of a meeting in November of 2021 before Thanksgiving break, Mr. Warren hugged Miss Hogan and leaned in and asked for a kiss. Miss Hogan said "no." and quickly left. After that meeting, Miss Hogan began canceling these one-on-one meetings with Mr. Warren and tried to make sure to never be alone with Mr. Warren.

23. Mr. Warren also taught a class in which Miss Hogan was a student in the fall of 2021. The students and Mr. Warren all sat around tables for lessons. Mr. Warren began always sitting next to Miss Hogan. During one of these classes, Mr. Warren sat at a table next to Miss Hogan while teaching this class. Miss Hogan had on a pair of shorts at the time. Mr. Warren placed his hand under the table and used one of the THS pens to draw a smiley face on her thigh. Miss Hogan never gave Mr. Warren permission to touch her or write on her thigh. Mr. Warren admitted to doing this at the protective order hearing and at a meeting with Miss Hogan's father and guidance counselor when confronted.

24. Miss Hogan stopped meeting with Mr. Warren in December 2021 and tried to avoid him as best she could. But Mr. Warren requested that Miss Hogan continue to meet with him as Student Body President since he was the headmaster of the school. Miss Hogan stopped responding to him. Mr. Warren requested a Google Meet video meeting in February 2022 to discuss upcoming school items in her role as Student Body President. Mr. Warren conducted the Google Meet video

meeting from his hotel bed while he was out of town. During this video meeting, Mr. Warren shared a story with Miss Hogan about a time he masturbated when he was her age to thoughts of a girl in his school who had brought him homemade cookies. He then told Miss Hogan that boys her age must get erections around her. Feeling very uncomfortable, Miss Hogan ended the meeting.

25. By way of the sexually explicit conversations in the after-school meetings, the emails, the online journal entries, the request for physical contact from Miss Hogan and the actual contact, and the flirtatious writing on Miss Hogan's thigh, Mr. Warren was intentionally grooming Miss Hogan for sexual purposes. While this grooming activity progressed, Miss Hogan suffered severe emotional distress, including depression and anxiety. Due to this distress, Miss Hogan's grades began to drop, she had emotional outbursts, she no longer had interest in school activities, and no longer maintained organized spaces.

26. Miss Hogan's parents noticed a change in Miss Hogan's demeanor in late October/November of 2021. By Thanksgiving break of 2021, Miss Hogan no longer wanted to do her schoolwork or participate in school functions or extracurricular activities.

27. Miss Hogan's parents put Miss Hogan in counseling in Spring of 2022 when they could not figure out the cause for the change in Miss Hogan's demeanor or why Miss Hogan no longer wanted to participate in school activities.

28. Miss Hogan reported some of Mr. Warren's inappropriate behavior to the THS guidance counselor in October 2022.

29. Miss Hogan provided details of Mr. Warren's inappropriate behavior to her therapist in November of 2022. The therapist made a report to Child Protective Services (CPS) based on information that Miss Hogan shared with her therapist.

30. THS performed an investigation of Mr. Warren's behavior. The THS school board

provided a written response to Plaintiff on or about April 24, 2023, that states:

“As soon as the allegations were made against Mr. Warren, he was immediately placed on leave. The Governance and Oversight committee conducted an investigation into the allegations, and we determined that there was a pattern of inappropriate behavior, and the report made by [Plaintiff] was not an isolated incident. Accordingly, the board voted on January 9th, 2023 to terminate Mr. Warren from his positions as Provost, Chief Academic Officer, and Preceptor.”

31. On March 24, 2023, the Norfolk Juvenile and Domestic Relations District Court entered a Protective Order after a trial on the Protective Order that prohibits Mr. Warren from having any direct or indirect contact with Miss Hogan and to stay at least 50 feet away from her until September 24, 2023, when she will no longer be a student at THS and will be at college.

32. [redacted] graduated high school in 2019. At just 19 years old, [redacted] was then employed at THS from September 2019 until May of 2020 as the [redacted] teacher.

33. Beginning in December of 2019 through May of 2020, Mr. Warren made inappropriate comments to [redacted] in-person, by text, and by email.

34. Mr. Warren, under the guise of [redacted] being the [redacted] teacher, would ask for massages.

35. Mr. Warren then started talking about [redacted]'s outfits and told [redacted] in-person as well as by text that Mr. Warren needed a “visual boost” from seeing [redacted]

36. At times during [redacted]'s employment, Mr. Warren would go away from using his THS email account to sending [redacted] emails from Mr. Warren's Old Dominion University account, saying it was a place they could exchange messages of a more personal nature.

37. Out of the blue on December 13, 2019, Mr. Warren asked if [redacted] wanted to do “spicy trades” or, as he explained, trading photos at their personal email accounts. Mr. Warren

further asked “what level of spice” [redacted] wanted. [redacted] did not participate in “spicy trades” with Mr. Warren.

38. Frequently, under the guise of [redacted] being the teacher, Mr. Warren would ask [redacted] to do yoga with him. [redacted] always declined; finally, in April of 2020, [redacted] relented to one yoga session so that Mr. Warren would stop asking her. The yoga session was only the two of them. Mr. Warren put a yoga video on his iPad. Miss [redacted] was on her own mat away from Mr. Warren. While Miss [redacted] was on the floor in a yoga pose, Mr. Warren, without permission, came over and put his body on top of Miss [redacted]. Miss [redacted] immediately wriggled out from underneath Mr. Warren and made an excuse to immediately leave.

39. Miss [redacted] was so mortified by Mr. Warren touching her that she promptly quit her job as [redacted] teacher at THS.

40. In addition, Miss [redacted] reported Mr. Warren’s behavior to the school on May 12, 2020, by contacting Associate Head of School Jennifer Warren – as difficult and awkward as it was for Miss [redacted] to do so. Miss [redacted] spoke to Mrs. Warren by phone and told Mrs. Warren why she was resigning – due to the inappropriate behavior of Mr. Warren towards Miss [redacted]. That same day, Mrs. Warren texted Miss [redacted] that she had discussed the situation with Mr. Warren and made assurances of changes.

CAUSES OF ACTION
COUNT I – NEGLIGENT RETENTION

41. Plaintiff hereby incorporates by reference, as if fully set forth herein, each and every allegation asserted in the preceding and following paragraphs, including each and every factual and legal allegation hereinbefore and hereinafter alleged, and hereby re-adopts and re-alleges each such allegation.

42. Mr. Warren took substantial steps to expose Miss Hogan to sexual material, such as the sexually explicit book, *Fifty Shades of Grey*, and by discussing sexual fantasies and masturbation. He also took substantial steps to form an emotional connection with Miss Hogan, by encouraging her to tear down the wall of her emotions. This behavior, known as “grooming,” was designed to make Miss Hogan more susceptible to sexual abuse. *See United States v. Chambers*, 642 F.3d 588, 593 (7th Cir. 2011). (“Grooming refers to deliberate actions taken by a defendant to expose a child to sexual material; the ultimate goal of grooming is the formation of an emotional connection with the child and a reduction of the child’s inhibitions in order to prepare the child for sexual activity.”) Thus, Mr. Warren was attempting to engage in sexual activity with the then-underage Miss Hogan.

43. Mr. Warren did the same thing to another young woman only the year before, and THS knew about it.

44. Mr. Warren was Provost and Chief Administrative Officer/ Headmaster at THS, while Mrs. Warren was the Associate Head of School during the 2019/2020 school year and 2020/2021 school year.

45. Miss [redacted] graduated from high school in 2019. After graduation, she went to work at THS in the summer of 2019. She was only 19 years of age.

46. As set forth in the affidavit executed by Miss [redacted] which is attached hereto as Exhibit 1 and is incorporated herein by reference, THS had actual knowledge through Mrs. Warren of Mr. Warren’s predilection to sexually harass and to injure young women prior to the incidents involving Miss Hogan. As described in Miss [redacted]’s affidavit:

- a. Between December 2019 and May 2020, Mr. Warren made inappropriate comments to Miss [redacted] in-person, by text, and by email.

- b. Mr. Warren asked Miss [redacted] for massages.
- c. Mr. Warren talked of Miss [redacted]'s outfits, stating that he needed a "visual boost."
- d. At times, Mr. Warren would send messages to Miss [redacted] from his Old Dominion University account, saying it was a place they could exchange messages of a more personal nature.
- e. On December 13, 2019, Mr. Warren asked Miss [redacted] if she wanted to do "spicy trades" or, as he explained, trading photos at their personal email accounts. He asked Miss [redacted] what "level of spice" she wanted.
- f. Mr. Warren insisted on doing yoga with Miss [redacted]. After repeated advances, she finally relented. On this occasion in April 2020, Mr. Warren put his body on top of Miss [redacted]. This prompted Miss [redacted] to resign in the coming days.
- g. On May 12, 2020, Miss [redacted] reported all of this in detail to Mrs. Warren, who held an administrative role at THS alongside her husband, Mr. Warren.

47. By virtue of Miss [redacted]'s complaint to THS's agent, Mrs. Warren, in May 2020, THS had actual knowledge of Mr. Warren's propensity to harass and/or to assault young girls/women, such as Misses [redacted] and Hogan.

48. Even though Mr. Warren had tried to seduce Miss [redacted], a girl forty (40) years his junior, THS, acting by and through Mrs. Warren, thought nothing about it, thereby evidencing a disparately hostile environment for young girls/women at THS such as Miss Hogan.

49. Apart from Mrs. Warren's promise to mention this to Mr. Warren, nothing was done by THS to address Miss [redacted]'s concerns.

50. Thus, THS had actual knowledge through Mrs. Warren of Mr. Warren's propensity to groom young girls/women like Misses [redacted] and Hogan for sexual activity.

51. Restated, THS had actual knowledge that Mr. Warren had the propensity to cause young girls/women (such as Miss Hogan) to suffer injury, including but not limited to, emotional distress and physical assault.

52. Given the position of trust a teacher has with young girls under his supervision, the only meaningful response to Miss [redacted]'s complaint would have been Mr. Warren's immediate termination, as no mitigating response short of termination would have sufficed given the prodigious risk to children.

53. Nevertheless, THS did not terminate Mr. Warren until after Miss Hogan's allegations were reported to authorities by a statutory mandatory reporter in 2022.

54. Although Miss [redacted] might have been of legal age to consent to sexual activity if she had so desired (which she did not), she was only a few years older than Miss Hogan. Thus, THS should have reasoned that if Mr. Warren would accost a 19-year-old subordinate employee, notwithstanding laws against sexual harassment, then Mr. Warren would have acted the same way toward a 16-year-old subordinate student who spends hours alone with him.

55. Restated, it should have been foreseeable to Mrs. Warren, and by extension to THS, that Mr. Warren was a danger to young girls/women. Moreover, it should have been foreseeable to THS that keeping him on the job would have placed the young girls/women under his supervision at an unreasonable risk of being injured.

56. Despite having actual knowledge about Mr. Warren's deviant predilections as early as May 2020, THS did not act with due care by retaining Mr. Warren, but instead acted grossly and recklessly, showing a level of conscious ignorance and deliberate indifference to the wellbeing of its young female students.

57. But for THS's decision to retain Mr. Warren after being alerted by Miss [redacted] of

his sexual harassment, Miss Hogan would not have suffered the harm that she complains of now, as Miss Hogan's incidents began the following year. Therefore, THS is liable to Miss Hogan for the tort of negligent retention.

COUNT II – FAILURE TO PROTECT
(SPECIAL RELATIONSHIP)

58. Plaintiff hereby incorporates by reference, as if fully set forth herein, each and every allegation asserted in the preceding and following paragraphs, including each and every factual and legal allegation hereinbefore and hereinafter alleged, and hereby re-adopts and re-alleges each such allegation.

59. THS actively recruited students such as Miss Hogan by way of its website, advertisements in local newspapers and magazines, and by other means.

60. At all relevant times, students like Miss Hogan were subject to the direct control and supervision of THS.

61. THS held Mr. and Mrs. Warren out to parents, students, and the community as its agents.

62. THS held Mr. Warren out as a person who was appropriate to administer the school and to teach students at the school.

63. THS knew or should have known that Miss Hogan had hours-long, one-on-one meetings with Mr. Warren where he was alone with Miss Hogan.

64. By virtue of Miss [redacted]'s detailed complaint to THS, by and through Mrs. Warren, THS had actual knowledge of Mr. Warren's sexual predilection for young girls/women such as Misses [redacted] and/or Hogan.

65. THS voluntarily took the custody of the then-minor Miss Hogan and subjected her

to an association with Mr. Warren, a person likely to harm her. Therefore, THS owed a duty to exercise reasonable care to Miss Hogan.

66. Mr. Warren harmed Miss Hogan as described above in detail.

67. Mr. Warren harmed Miss Hogan while he was acting in the course and scope of his agency and/or employment with THS.

68. Mr. Warren harmed Miss Hogan while on the property of THS.

69. Based upon the foregoing allegations, THS breached their duty to Miss Hogan by failing to exercise reasonable care in the protection of Miss Hogan from Mr. Warren whom THS knew or should have known was likely to cause physical and/or psychological injury to others if not controlled, after having voluntarily undertaken custody and/or control of Miss Hogan as part of her enrollment in the school.

DAMAGES

70. Plaintiff hereby incorporates by reference, as if fully set forth herein, each and every allegation asserted in the preceding and following paragraphs, including each and every factual and legal allegation hereinbefore and hereinafter alleged, and hereby re-adopts and re-alleges each such allegation.

71. By way of the sexually explicit conversations in the after-school meetings, the emails, the online journal entries, the request for physical contact from Miss Hogan and the actual contact, and the flirtatious writing on Miss Hogan's thigh, Mr. Warren was intentionally grooming Miss Hogan for sexual purposes. While this grooming activity progressed, Miss Hogan suffered severe emotional distress, including depression and anxiety. Due to this distress, Miss Hogan's grades began to drop, she had emotional outbursts, she no longer had interest in school activities, and no longer maintained organized spaces.

72. Therefore, because of THS's actions and/or omissions as complained of herein, Miss Hogan has suffered severe emotional distress.

73. For this, she seeks compensatory damages in the amount of FIVE HUNDRED THOUSAND DOLLARS (\$500,000.00). Moreover, due to the grossly negligent and reckless behavior of THS, Miss Hogan also seeks punitive damages in the amount of THREE HUNDRED-FIFTY THOUSAND DOLLARS (\$350,000.00).

PRAYER FOR RELIEF

WHEREFORE, Plaintiff, KEELIN HOGAN, prays that this Court enter a judgment against the Defendant, THE HAGUE SCHOOL, for compensatory damages in the amount of FIVE HUNDRED THOUSAND DOLLARS (\$500,000.00), for punitive damages in the amount of THREE HUNDRED FIFTY THOUSAND DOLLARS (\$350,000.00), plus post-judgment interest, costs, and attorney's fees in respective amounts to be determined by this Court.

The Plaintiff also prays for general relief.

JURY TRIAL DEMANDED

Plaintiff demands a trial with a jury on all issues in the cause, including liability and damages, and on any issue raised by this Complaint that involves any fact disputed by the Defendant and on any issue that may be raised by the Defendant that involves any fact disputed by the Plaintiff.

Respectfully Submitted on this the 13th day of September 2023,

KEELIN HOGAN, Plaintiff



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