



April 8, 2019

Dear members of the Key community,

Since the release of the Kramon & Graham report in January, we have been engaging in conversations with several survivors and victims who reached out to discuss their reactions to the report and possible steps we could take in support of our community's healing. None of these individuals have attempted to speak for the alumni community as a whole; however, they did take time to meet with us and offer their perspectives. As Head of School and President of the Board of Trustees, we sincerely appreciate the spirit of their outreach and their willingness to share their suggestions and insight.

Concurrent with these conversations, Key's Board of Trustees had been discussing its fervent desire to support the alumni community. At its March 16 retreat, the Board voted unanimously to formally engage with [RAINN](#) (Rape, Abuse & Incest National Network), the nation's largest anti-sexual violence organization, to guide the School in its next crucial steps. With more than 25 years of experience supporting survivors and providing programming to prevent sexual violence, RAINN is widely recognized as the leader in this field.

Key has now officially engaged with RAINN, and, while there are many details to work out and communicate with our community in the coming weeks, we felt it was important to provide everyone with an update as we begin to forge the path forward.

Under the guidance of RAINN and in support of Key alumni who are survivors and victims of sexual misconduct by former faculty members, Key School is:

- Establishing an alumni therapy fund
  - The goal of this fund will be to provide support for therapy going forward to help alumni begin to heal from the abuse inflicted by former faculty members.
  - Details about the administration of this fund and its parameters are currently in development with RAINN and will be shared with the alumni community as soon as possible.
  
- Utilizing a victim-centered, trauma-informed approach to plan listening sessions for alumni, moderated by RAINN
  - After a review of both the Key School calendar and availability of RAINN staff members, we have determined that these sessions will be held on Key's campus on Saturday, June 22, 2019.
  - Specific details about the listening sessions will be emailed to all alumni as soon as possible.

To ensure the ongoing safety of its current students, Key is incorporating RAINN's sexual misconduct training into its professional development of all faculty and staff. These training workshops are designed to educate and prepare participants to support healthy community norms and respond appropriately to incidents of inappropriate behavior. The School has clearly stated expectations of faculty and staff behavior, a defined process for reporting misconduct that includes a third-party hotline, thorough screening procedures for new hires, and both national and state-level background checks of all employees. We have also asked RAINN to review our existing procedures to see where we can evolve and strengthen what we currently have in place.

As leaders looking to Key's future, we are committed to taking care of our alumni community, providing our current students with the safe educational environment they deserve, and supporting the ongoing professional development of our faculty and staff.

We plan to communicate the details of the alumni therapy fund and alumni listening sessions soon. As always, our doors are open and we welcome conversation. The exchanges we have had with multiple members of our alumni community over the past year have been incredibly meaningful. We believe it is through listening, and truly hearing, that we have the best opportunity to reckon with the ills of the past and move Key forward.

Regards,

Joe Janney  
Board of Trustees President

Matthew Nespole  
Head of School