



August 19, 2018

Dear members of the Key community,

Earlier today, the *Washington Post* printed an article outlining in detail allegations of past faculty misconduct that included sexual victimization of students in the 1970s.

We first became aware of social media discussion about adult misconduct involving former students in early February 2018 and, in our opinion the allegations that were brought to Key's attention at that time were not only credible but also extremely disturbing. The *Washington Post* article details additional incredibly disturbing allegations of which we were not aware, and we have forwarded the article to Kramon & Graham, PA so they can incorporate that information into their investigation.

As you may recall, Key engaged Kramon & Graham, PA in April 2018 to conduct an independent factual investigation into any alleged instances of adult misconduct involving students, and to prepare a report containing their findings. We have no dominion over this investigation or its timetable, and are presently awaiting its conclusion. It continues to be our hope that the investigation provides a process that empowers those with information to come forward, and we are thankful to those who have already made the brave and difficult decision to share their experiences. We believe this investigation, led by an outside team of highly respected and experienced individuals, will bring greater clarity to what occurred.

At Key today, our commitment to our students and families remains our top priority, and we work diligently to ensure the safety and well-being of our students. We are not aware of any recent allegations. Any concern brought to our attention, now or in the future, will be investigated immediately.

We have in place policies and practices that protect students, including defined expectations of behavior and conduct for our faculty and staff and a student abuse reporting process, both detailed in our faculty/staff handbook. Additionally, we use a comprehensive background check system that reviews both state and federal databases to ensure that, at the time of hire, new employees have no criminal history. This system also notifies us of any criminal activity and/or behavior of current employees that warranted a response by local law enforcement agencies.

Key also implements an array of ongoing professional development training for all employees, most recently in October with Praesidium Incorporated, a national firm specializing in employee sexual misconduct training for schools, camps and faith-based organizations nationwide. As we move forward, we plan to expand our partnership with organizations such as this, and to further systematize similar training opportunities. We are also committed to an annual review of our existing policies and practices.

We offer our deepest sympathy to the victims and survivors and assure all members of our community that Key School and its leadership are committed to discovering the truth. We do plan to share the Kramon & Graham report with our community at the conclusion of the investigation, and we sincerely hope this will help begin the healing process.

Sincerely,

Matthew Nespole
Head of School

Joe Janney
President, Board of Trustees