



February 25, 2018

Dear Members of the Key Community,

We write to follow-up on our earlier correspondence regarding reports of serious misconduct and sexual victimization of students by former faculty members in the 1970s, and possibly 1980s.

We believe the allegations we are aware of are credible given the information we have been able to review in advance of the impending independent investigation. It is our opinion that individuals who were part of the Key community in the past failed to protect our students and to respond appropriately to reports of faculty misconduct made by former students.

Since first learning of these reports, we have been working toward retaining a qualified independent investigator to conduct a comprehensive investigation, and hope to have someone to lead it very soon. Once this person is retained, we will share details about the process he/she recommends and will be undertaking with all members of our community. We are confident an independent investigation will bring greater clarity to what occurred, when it occurred, and how the school responded. We, on behalf of the current Administration and Board of Trustees, are committed to discovering the truth. The School offers its sincere apology to all those affected, and hopes the independent investigation will help begin the healing process.

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. Any concerns brought to our attention 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 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.

Thank you for your support and patience as we move through the upcoming months. We look forward to a bright future for the Key community as we address the ills of the past and work together to forge a unified path forward.

Regards,

Matthew Nespole
Head of School

Joe Janney
President, Board of Trustees