



December 11, 2019

## **An Open Letter to Survivors of Sexual Misconduct at Catlin Gabel School**

We are writing today to share with you the findings of the Catlin Gabel School sexual misconduct investigation. Our intent is to sincerely:

- Apologize to you for what you endured.
- Acknowledge the sexual misconduct and the harm that occurred at Catlin Gabel.
- Share the summary of key factual findings of the investigation with you and the entire Catlin Gabel community (see link below).
- Respect the privacy and maintain the anonymity of witnesses who came forward.
- Thank everyone for their participation in the investigation and acknowledge the importance of their reporting.
- Share the policies and procedures we have in place today to protect Catlin Gabel's students.
- And invite you to start or restart a conversation with Catlin Gabel, on your terms, in whatever way you find appropriate.

Having reviewed the entire report of the investigation, Catlin Gabel's Board of Trustees has been deeply affected, shocked, and saddened by your stories. Please accept our heartfelt apology for what you endured. Our apology extends to any survivors of misconduct at Catlin Gabel, as we appreciate that some survivors may not have wanted to be part of our investigation. We respect that decision. It is important to us that every survivor is empowered to tell their story their way, and we are open to hear those stories at any time.

We acknowledge and accept responsibility for the harm that occurred. We recognize that the harm was caused not only by individual educators who engaged in misconduct but also by the school's culture. We are grateful to you for taking the risk that we would believe you, for speaking out, and for asking the school to re-examine its culture. It was because you stepped forward and shared your powerful stories that we launched the investigation.

To protect the privacy of those who spoke to the investigator, we are not releasing the full report she compiled, but we believe it is important to disclose a summary of the key findings. By sharing this summary, our hope is to be transparent with what happened at Catlin Gabel, while maintaining your privacy. We have tried to respect the confidentiality of all who communicated with the investigator by not including details that could lead readers to discern the identity of survivors or witnesses.

We recognize that the information we are sharing may be difficult to read for survivors of sexual abuse, but we hope that the release of these findings can help advance the healing of those who were harmed. We caution all readers that the findings include details that are not intended for children and that they could be upsetting for anyone to read.

### **Summary of Key Findings ([www.catlin.edu/keyfindings](http://www.catlin.edu/keyfindings))**

Because of what we learned during this process, Catlin Gabel is taking additional actions to strengthen existing policies and procedures. All of these guidelines are available to you and the wider community.

### **Student Safety Resources and Support in Place Today ([www.catlin.edu/safety](http://www.catlin.edu/safety))**

We also realize that for many survivors, access to professional support is a crucial part of the healing process. To support our community, the school is partnering with RAINN, the nation's largest anti-sexual violence

organization. RAINN is available for immediate crisis counseling for anyone affected by sexual misconduct 24/7/365 through the National Sexual Assault Hotline, (800) 656-4673, or online at [rainn.org](http://rainn.org).

The school is also working with RAINN to establish a Catlin Gabel Therapy Fund to assist survivors with costs related to therapy associated with sexual misconduct experienced during your time at Catlin Gabel. You do not have to prove anything beyond that you are a former student of Catlin Gabel School. More details will be forthcoming, and we will share them with all alumni.

There is no end date to our commitment to investigate additional reports of abuse. We have engaged the investigator, Lori Watson, on an on-going basis so that anyone who wishes to report additional information may contact her directly at [lori@watsonlawpdx.com](mailto:lori@watsonlawpdx.com) or (971) 291-7672. We are also keeping open the hotline to allow for anonymous reports to be left for Lori at (503) 972-1581.

And finally, in light of the findings in the report, we will remove named perpetrators of sexual misconduct from campus artifacts. Additional changes may be made at the school in terms of the ways we represent other individuals cited in the report. School administrators will communicate these changes to the community in the months to come.

Thank you for the courage to participate in this investigation. We again apologize for the harm you endured.

Sincerely,



**Bart Eberwein**  
Chair of the Board of Trustees



**Indira Nallakrishnan**  
Chair Elect of the Board of Trustees



**Tim Bazemore**  
Head of School