



Catlin Gabel

December 11, 2019

Dear Catlin Gabel Community,

In October 2018, we shared with the community that Catlin Gabel's Board of Trustees had hired independent investigator Lori Watson of Watson Law Workplace Investigations, LLC, to engage in a broad inquiry of sexual misconduct or abuse by members of the faculty and staff that occurred at the school. Today, we are writing to let you know that the investigation is complete. We want to share with you a summary of the key findings of the investigation and to tell you about our ongoing work to protect Catlin Gabel students.

A summary of the key factual findings and an overview of what led the Board to open this external investigation are online via the investigation page on Catlin Gabel's website (catlin.edu/investigation). We would like to caution that the findings include deeply disturbing details. You may also access a letter online that was sent to the survivors who came forward (catlin.edu/survivorletter). Please know that none of the perpetrators referenced in the findings are current Catlin Gabel employees.

It is clear that Catlin Gabel failed on multiple accounts—in protecting students and in addressing the abuse. We profoundly apologize for the pain and suffering that these alumni endured. What happened is inexcusable.

We are deeply grateful for the survivors who spoke with the investigator and recounted their experiences. We recognize that stepping forward for many was very difficult. It is because of their courage that Catlin Gabel is able to learn from the failures of the past and to establish procedures that protect current and future students.

The school has established strict guidelines related to student-adult interactions. We encourage you to review these policies and provide feedback to us directly. Our policies today meet or exceed national benchmarks, and we will continue to do more. As members of our community, your input is essential to this ongoing improvement. You may access our Safety Resources and Support webpage at catlin.edu/safety.

We hope that the release of these findings can help advance the healing of those who experienced or were affected by sexual misconduct. We realize that for many, access to professional support is a crucial part of the healing process. The school has partnered with RAINN, the nation's largest anti-sexual violence organization. First, 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. We encourage anyone in need to call RAINN. Second, the school is working with RAINN to establish a Catlin Gabel Therapy Fund to assist survivors with costs related to therapy associated with sexual misconduct experienced during their time at Catlin Gabel. Survivors do not have to prove anything beyond

that they are a former student of the Catlin Gabel School. More details will be forthcoming, and we will share them with our alumni.

We remain committed to supporting any additional survivors who may wish to come forward. The Board has retained the services of independent investigator Lori Watson. Anonymous reports to Ms. Watson can be made via voicemail at (503) 972-1581; she can be reached directly by email at lori@watsonlawpdx.com or by calling (971) 291-7672.

And finally, in light of the findings in the report, we will remove names of 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 findings. The school administrators will communicate these changes to the community in the months to come.

We take responsibility for the harm done to students in the past and the failures of those whose responsibility it was to prevent this harm. We are committed to supporting survivors in ways they deem most helpful to them. And in so doing, we hope to rebuild everyone's trust in Catlin Gabel, as well as demonstrate our ability to create an environment where students are safe and secure.

Sincerely,



Bart Eberwein

Chair of the Board of Trustees



Indira Nallakrishnan

Chair Elect of the Board of Trustees



Tim Bazemore

Head of School