



Dear Friends:

As the School continues to support our students and employees during these uncertain times, we are looking to ensure that we are able to continue providing the best education we can to all students as we look toward next year. For this reason, the School applied for and received a federal loan that (for the duration of the loan) will require the School to comply with certain non-discrimination obligations under federal law.

While the School has always made it a priority to ensure that all students, employees, and community members are treated in a fair and nondiscriminatory manner, the changes required by these new obligations under federal law are largely procedural, and primarily formalizes much of what we already do. Nonetheless, out of an abundance of caution, the School is implementing new additional policies to avoid any questions about the School's continued compliance with applicable law.

Specifically, effective immediately, the School is implementing the following policies and procedures:

- Title IX Policy
- Title IX Grievance Procedures
- Title IX Complaint Form

These policies and procedures are available at sidwell.edu/about/non-discrimination-and-title-ix. These policies augment, but do not replace, existing School policies and procedures. (Further, we expect that these new policies and procedures will be in place only for the term of the federal loan, at which point, the School will plan to send you follow-up communication notifying you that these policies are no longer in place.) During that period, however, any conflict between the above-listed policies and the School's existing policies should be resolved in favor of the above-listed policies. Sidwell's Director of Equity, Justice & Community, Natalie Randolph, will serve as the schools Title IX Compliance

Coordinator during this period. Should you have any questions or inquiries regarding Title IX or any other non-discrimination policies, or how these policies apply to the School, you should contact Natalie Randolph at randolphn@sidwell.edu or (202) 537-8182.

As we continue to work together to navigate these challenging, uncertain times, we will keep you apprised as to any further changes to our policies and procedures.

Most importantly, we hope that everyone is safe and doing well. While we look forward to returning to campus, we also welcome your thoughts on how we can find ways to keep the community safely engaged. Please feel free to contact me with any suggestions, questions, or comments.

Sincerely,

Bryan Garman