

April 15, 2025



Dear {Preferred name},

We write to let you know the year-long work of investigating allegations of historic sexual misconduct at Proctor has concluded and we have included the report below. As you may recall from previous messages from us, Proctor's Board of Trustees and School Leadership began a comprehensive, third-party investigation with Aleta Law in May of 2024. The scope of this investigation was to examine any past transgressions of employee sexual misconduct involving sexual misconduct, including, but not limited to, current or former Proctor employees engaging in sexual misconduct or grooming with former Proctor students, and/or whether Proctor failed to appropriately respond to allegations of sexual misconduct. The goal of this process was to follow the facts wherever they would lead and to report our findings. Throughout this process, we have sought to acknowledge any harm that was done, support healing, and ensure we are doing all we can to provide a safe, caring, and healthy environment for our current and future students.

We acknowledge the strength and courage of the survivors who have come forward and thank them for their willingness to share their experiences. We believe deeply in our work as educators, and we recognize and value our responsibility to care for our students while they are with us. This investigation has provided ultimate clarity of purpose for us at Proctor: to have a school culture that reflects our mission, while ensuring students a healthy and safe environment in which they can learn, grow, and pursue their best versions of themselves.

Throughout the investigation, we have also come to understand that the cultural norms of the 1970s and 1980s that were present at Proctor and accepted by its leadership created an environment where boundaries were blurred. We recognize there have been times in our past when individuals took advantage of their roles while at Proctor. We are profoundly sorry to those harmed by these situations, and we are striving to take accountability for Proctor's role in these situations.

All reports made to Aleta Law were investigated and treated with the utmost care and sensitivity. Aleta Law has collected feedback, heard concerns from survivors and witnesses, contacted and interviewed responding parties, and synthesized all of the information gathered into a report on historic sexual misconduct at Proctor that is linked below.

As you read the report, please know that the contents may be difficult to read as it recounts situations in Proctor's past that stand in stark contrast to who we desire to be as a school community.

## Proctor Historic Misconduct Investigation Report

Given that Steve Wilkins provided information to Aleta Law during the course of the investigation that it deemed material and therefore included in the report, Steve did not participate in the final review of the report.

Our partners at Learning Courage, a survivor-led national nonprofit that works with schools to support sexual misconduct prevention, trauma-informed response, with the intention of healing, have been integrally involved in these meetings and the parallel work of refining our internal policies and procedures in support of our current students. We are grateful for our partnership with Jamie Forbes and Amy Wheeler of Learning Courage as they have provided invaluable experience and have brought a deep understanding of what it might be like for a survivor to revisit difficult moments in a school's past. They have guided our work with alumni through a survivor-centered and trauma-informed perspective while working with our internal student life team to update policies and procedures for today's school community. Learn more about our work to date around student safety and well-being [HERE](#). Jamie and Amy of Learning Courage remain available to speak with anyone who would like to learn more about this process or has information to share following the reading of the report. They can be reached at [jforbes@learningcourage.org](mailto:jforbes@learningcourage.org) / 603-315-0576 or [awheeler@learningcourage.org](mailto:awheeler@learningcourage.org) / 508-241-3429.

This report may be complete, and yet we recognize the work is not finished. Some members of the greater Proctor community may read this document and wish to come forward to share new information not captured in the investigation to date. We continue to encourage anyone in our community who experienced sexual misconduct by a Proctor employee or the mishandling of a sexual misconduct concern while a student, or anyone with other pertinent information, to contact Kai McGintee and her team at [kmcgintee@aletalaw.com](mailto:kmcgintee@aletalaw.com) / 207-535-9520. Throughout this process, we will continue to comply with all reporting requirements as required by law.

Our work and responsibility to our alumni and our current students does not stop with the release of this report, but rather deepens. Part of our continued work is to understand how Proctor will respond to the findings of this report. We remain committed to re-evaluating policies and practices in light of this report, and will provide appropriate updates to the community on Proctor's ongoing work in this area.

Sincerely,

Travis Warren '91, P'18, '19, '23  
President Proctor's Board of Trustees

Melanie Sanford P'23, '24  
Board of Trustees & Chair of Joint Committee on Sexual Misconduct

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### Important Contact Information

#### External Investigator:

- Kai McGintee (she/her), Managing Director Aleta Law [kmcgintee@aletalaw.com](mailto:kmcgintee@aletalaw.com) / 207-535-9520

#### Proctor Academy Point of Contact:

- Advisor to the Head of School Alisa Barnard [barnardal@proctoracademy.org](mailto:barnardal@proctoracademy.org) / 603-735-6649

#### Learning Courage Partners:

- Jamie Forbes (he/him), [jforbes@learningcourage.org](mailto:jforbes@learningcourage.org) / 603-315-0576
- Amy Wheeler (she/her), [awheeler@learningcourage.org](mailto:awheeler@learningcourage.org) / 508-241-3429