June 16, 2021

Dear Thacher Community:

First and foremost, to survivors of sexual misconduct and their families in our community, we are deeply sorry. As a Board, we accept responsibility and will move forward with humility and clarity to do everything we can to ensure the safety and well-being of our students. We are taking steps to support you and to implement changes to all aspects of our work to prevent any recurrence of such painful events.

In the fall of 2020, the Board retained Munger, Tolles & Olson ("MTO") to investigate and, where possible, corroborate reports of sexual misconduct in the Thacher community. The Board also established a Special Committee to work with MTO and the administration to guide a thorough and complete review. While the Special Committee oversaw the work of MTO, neither the Special Committee, nor the Board, nor the Thacher administration influenced MTO's independent investigation or the content of its report.

A Thacher education is founded on the trusting and nurturing relationships among the members of this close-knit community. In that light, it is painful to learn that certain individuals violated this trust through sexual misconduct, and that our culture contributed to these violations. The report makes clear that the Board, faculty, and administrators failed to protect students in our care. We did not listen as carefully or react as appropriately as we should have when certain allegations of adult-on-student or student-on-student sexual misconduct were brought to our attention. The Board also was not proactive in making sure that the School followed best practices at all times. We must now confront and acknowledge these past failures.

Members of our community courageously came forward to share their experiences with MTO. We recognize and appreciate how difficult that was, and we are profoundly grateful to them for doing so. Without their assistance, we would not otherwise be able to work diligently to prevent sexual misconduct in the future and to improve our response when such incidents do occur.

This letter, the accompanying letter from Head of School Blossom Beatty Pidduck, MTO's report, a summary of the Board's conclusions, and the recommended corrective actions are all part of a collective and ongoing response to these difficult and painful occurrences. You will find links to these resources at the end of this message. In addition, we are including below a letter from former head of school Michael Mulligan to the Thacher community.

The School's corrective actions are intended to support survivors, to improve the School's response to allegations of sexual misconduct and harassment, and to prevent the recurrence of future sexual misconduct. MTO did not receive any reports of sexual misconduct by current Thacher employees toward current Thacher students. MTO did receive reports of sexual misconduct that occurred more than five years ago by Thacher employees from the 2020-21 school year. Those faculty and staff are no longer employed at Thacher. The Board fully supports Blossom's leadership in all aspects of the corrective actions. Our efforts to protect students from sexual misconduct are constant and ongoing.

In partnership with the Thacher administration, the Board of Trustees has created a support fund to provide assistance with therapy related to the trauma of sexual misconduct during a
student's time at Thacher. The fund will be anonymously and independently managed and operated by RAINN (Rape, Abuse & Incest National Network), a nationally recognized provider of sexual assault prevention and response services. Alumni who wish to access these services through RAINN are encouraged to call either the toll-free hotline at 844-908-4224 or the local number for international callers at 805-243-1692.

The Board will continue to retain the services of MTO to receive reports of any sexual misconduct through the end of September 2021. After that date, in the event that any alumni or students wish to make an anonymous report of sexual misconduct, we ask them to contact thacherreports@grandriversolutions.com. The Special Committee will stay in place to ensure the timely and thorough implementation of all corrective actions.

We have learned a great deal about our history over the past several months—much of which has been difficult to confront. We thank all members of our community for your support, patience, and understanding as we have undertaken this difficult examination of our past. We especially appreciate those who have participated in this process, not only those who have shared painful experiences, but also those who have shown an openness to account for and accept responsibility for past harms. Your acknowledgements have helped start the healing process.

In conducting its work, the Board has been guided by the School's principles of honor, fairness, kindness, and truth as well as our collective love for the School. We recognize that the pain and trauma that survivors experienced is real and long lasting. We also recognize that family and friends of the survivors experienced their own pain and trauma as well. We hope that those who suffered harm will accept the Board's profound and heartfelt apology as the School commits to the work ahead.

With humility, respect, and regret,

Dan Yi
Board Chair