

September 9, 2020

Dear Exeter Community,

As you likely know, following Exeter's administrative changes, PATH members who had initiated Circle meetings suspended them after setbacks and delays earlier this year. We had also lost the verbal agreements and commitments that these meetings would be a safe place for harmed alumni. Through a series of correspondence this summer, Exeter re-expressed its commitment to work towards repairing trust and re-engaging collaboration to establish pathways of reparation and healing.

PATH's calls for action include addressing the omission of significant information in the H&K report, which leaves an incomplete understanding of the scope of misconduct. Under the new administration, Exeter's legal team replaced the trauma aware mediation process with one that was harmful and possibly retraumatizing for survivors seeking repairs. And employing arbitrary statutes of limitations minimized survivors' experiences and claims, which was particularly problematic and antithetical to the values we had shared in Circle meetings.

The renewed effort will be founded on clear and mutually held definitions of respect, fundamental fairness and taking responsibility. A restorative model holds great potential for personal and institutional healing and growth consistent with our mission. PATH is committed to working with Exeter to develop a process guided by restorative principles for survivors who do not wish to sue, but want dignity, healing and resolution.

To that end, in the next Circle meeting in January, we intend to establish guiding principles for the collaboration that include:

- All relevant decision makers attending circles, so concerns can be expressed and collectively understood and addressed.
- Alumni harmed will be recognized as strengthening collaborative leadership with the academy, instrumental to stronger community relationships, and contributors to positive change.
- A firm commitment to Do No Harm and Support Healing: All processes will prioritize a trauma-informed approach and seek to do no further

harm to those involved and their healing, and their relationship with the community.

We are grateful for, and encouraged by, alumni support and hope you continue by anticipating a positive and better outcome of this renewed effort.

Sincerely,

Ann Malabre '81

Julia Gray '97

On behalf of PATH