

**Phillips Exeter Academy**  
**Sexual Misconduct Prevention and Response Action Plan**  
**Updated: 3/1/17**

We honor and embrace the values laid out for us in the Deed of Gift, which animate our lives today. We specifically embrace the commitment to creating a community that supports “youth from every quarter” as, in the spirit of *non sibi*, we seek together the great end and real business of living.

The challenge of preventing sexual misconduct is one we share with colleagues across the country, in schools, colleges and universities, and in workplaces. We seek to learn from national experts, colleagues at other institutions, and from all who are willing to share their experience and wisdom; to adapt their successes and insights to our campus; to assess our efforts honestly and make appropriate changes; and to share what we learn with others.

We believe that the most effective approach to prevention is holistic, is rooted in the community, and engages the full participation of every member of our school family. Our action plan therefore includes items that are formal and procedural; informal and cultural; generated by administrators, faculty and staff, and students; done in partnership with parents; and where progress can be measured. This too is a living document. Please share with us your thoughts at this email: [tsciocchetti@exeter.edu](mailto:tsciocchetti@exeter.edu).

Initiative / Action Item	Policies and Procedures	Student Support & Assistance	Education & Training	Climate & Culture	Assessment & Improvement	Status
Revise the E-Book to clarify the Academy's comprehensive sexual misconduct policy and procedures and reporting law requirements and provide clear guidance for students	✓		✓			Complete
Revise the Faculty and Staff Handbooks and the Code of Conduct to reinforce the Academy's zero tolerance policy for any form of sexual misconduct.	✓		✓			Complete
Commission legal experts to conduct a broader review of our current policies and procedures	✓					Complete
Establish an Memorandum of Understanding with local support services		✓	✓			Complete
Revised Memorandum of Understanding with Exeter Police Department and trained all Academy personnel	✓					Complete
Provide counseling for alumni survivors of sexual misconduct at Exeter		✓				Ongoing
Appoint consultants to perform education, training and sexual misconduct reporting and investigation case management responsibilities pending selection of a permanent candidate	✓	✓	✓	✓	✓	Complete
Approve hire of Director of Wellbeing with oversight of all matters regarding student safety, including those involving sexual misconduct, harassment, and assault	✓	✓	✓	✓	✓	Search in progress
Approve hire of a Survivor Advocate		✓				Search in progress
Approve hire of a Director of Community, Equity, and Diversity		✓		✓		Search in progress
Make additional hire in the Office of Multicultural Affairs to provide direct support to students		✓	✓	✓		Complete
Create a task force on Academy Life to make recommendations on residential life		✓		✓		Complete

Refer allegations of sexual misconduct received to authorities and independent investigator	✓	✓				Ongoing
Establish an on campus coordinating committee to ensure consistency in education and programming			✓			In progress
Provide resources to parents, faculty, staff, dorms heads, alumni and volunteers related to supporting safe, healthy and respectful relationships among students		✓	✓	✓		Ongoing
Create and support formal and student-generated programming on sexual respect and healthy relationships, including forums, speakers, performances, and informal conversations			✓	✓		Ongoing
Join the Center for the Study of Boys' and Girls' Lives for three years to provide students with training and opportunity to research and make recommendations about Academy Life <a href="https://csbgl.org/">https://csbgl.org/</a>			✓	✓		Complete; first cohort in 2016
Provide all students with information about consent, reporting options and the Sexual Misconduct Policy	✓		✓			Complete
Retain Prevention Innovations Research Center to design a new sexual and relationship violence and stalking prevention program specific to Exeter		✓	✓			Complete
Provide training for all faculty, staff and volunteers concerning appropriate boundaries with students, child physical and sexual abuse, safe schools zones laws, hazing, appropriate procedures for assisting students and mandatory reporting responsibilities	✓	✓	✓			Complete
Train all student leaders (proctors, student listeners, team captains, club heads, etc.) on sexual respect and implement skills-based training for all students on giving and receiving affirmative consent			✓	✓		Ongoing
Adapt evidence-based bystander intervention preventions strategies, including in-person programs, social marketing and norms campaigns and interactive theater		✓	✓	✓		In progress
Conduct research on sexual respect social norms and behaviors to determine areas for		✓	✓	✓		Complete

improvement; involving students as research assistants					✓	
Work with Exonian student publication to adapt policies and best practices related to sexual assault reporting	✓		✓	✓		In progress