

Dear ,

The letter we shared with you last week related to sexual misconduct has shaken our community. We know that many of you have expressed powerful feelings about the news and its implications. We recognize that this disclosure has caused some of you to question your confidence in Exeter, and that you have concerns, both about Exeter's past and its future. Over the weeks and months ahead, we intend to answer your questions and address your concerns.

We would like to start by reiterating the importance of reporting inappropriate behavior by anyone in the Exeter community. When we receive such reports — and we have received several over the last 10 days — we immediately provide them to the Exeter Police for investigation.

Indeed, our hope in releasing Mr. Schubart's name was that people would feel confident stepping forward with additional concerns about him or others. That decision was made several weeks ago. We wanted to ensure that we took all appropriate steps, including notifying those most directly involved, before doing so. It was also important to us that we do this in advance of Experience Exeter, our revisit program for admitted students, which happened this week. We wanted our prospective families to have the information before arriving on campus; we wanted to begin our relationships with those who might become the newest Exonians with honesty.

We also want once again to recognize the strength and courage of those who have stepped forward to date and any others who may in the future. They are shedding light on behavior that has no place at Exeter or any responsible institution.

Many of the responses we have received offered support for the victims, and for our commitment to making Exeter the safest place possible. Thank you to everyone who took the time to reach out. We hope you will continue to share your thoughts, ideas, and criticism directly to one of us. Exeter, as you know, is a place sustained and strengthened by conversation, and by a willingness to learn from a great diversity of perspectives. To inform that discussion, we want to share some immediate steps we are taking.

First, we are retaining a highly-respected, outside law firm which will investigate thoroughly and purposefully all allegations that surface. We will, of course, work with the Exeter Police Department if it is investigating these allegations. The police will sometimes wish to investigate first, and where appropriate, we will investigate in parallel. We are still finalizing a relationship with the law firm and will release that information soon, and we will communicate with you as we can about investigations.

Second, we encourage you to visit a webpage that we have created, www.exeter.edu/response, which currently contains PEA's communications regarding Mr. Schubart; information and resources for victims of sexual misconduct and contact information for community members. We also include information about the ongoing work the Academy does to support and protect student health and well-being.

As those charged with the stewardship of the Academy, the Trustees accept responsibility and

are deeply sorry that this has happened. We are committed to understanding fully the processes and decision-making that surrounded the situation and to learning whatever lessons we can to strengthen the way our institution operates. We are grieved to have disappointed the victims and the school community — the people — we love so much.

We know the Boston Globe is in the process of reporting on sexual misconduct at independent schools, and we will respond as appropriate to their inquiries and to other media interest in Exeter. We respect the fact that media reporting, when it is accurate and balanced, can help increase public awareness of important issues like these.

Many in our community have been hurt, and we look to each other and to those we trust for guidance about how to understand and express our feelings. We have seen many discussions taking place on campus, online, and in person. The best of these are respectful, empathetic to those who may be listening, and responsive to the opinions of others. We know that each of us has strong feelings that may sometimes overwhelm. So we are particularly grateful to those of you whose thoughtful words and compassion enable us to understand and work through the complexities of our responses. We are mindful of the role we all play in creating and maintaining a safe environment for victims as we engage in dialogue.

We encourage you to reach out to either one of us, or the Exeter Police Department, if you have any past or current concerns. And know above all that we are committed to earning the full confidence, trust, and understanding of the Exeter community to which we are so proud to belong. We believe that Exeter can and will be a better place because of the bravery of people coming forward, the integrity of our self-examination, and the strength of our commitment to living up to our best selves and highest aspirations as a community. As we confront these past challenges, we *will* make Exeter stronger, safer, kinder and more courageous.

Sincerely,

Lisa MacFarlane P'09, P'13
Principal Instructor and Instructor in English
lmacfarlane@exeter.edu
603-777-3401

Eunice "Nicie" Panetta '84
President of the Trustees
epanetta@exeter.edu



Phillips Exeter Academy
20 Main Street, Exeter NH 03833