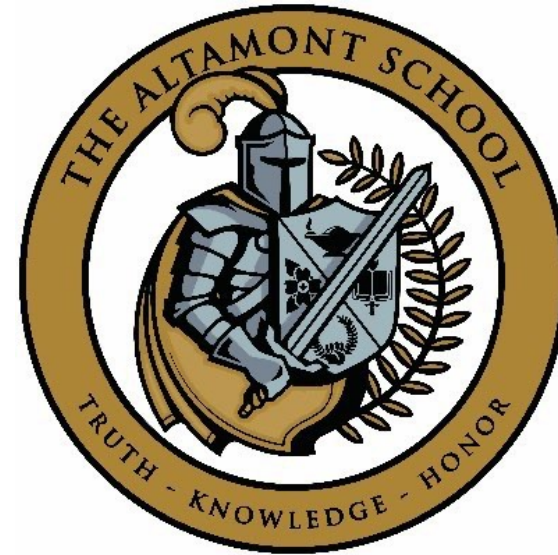




LEARNING COURAGE



Historic Sexual Misconduct: Lessons Learned From The Altamont School

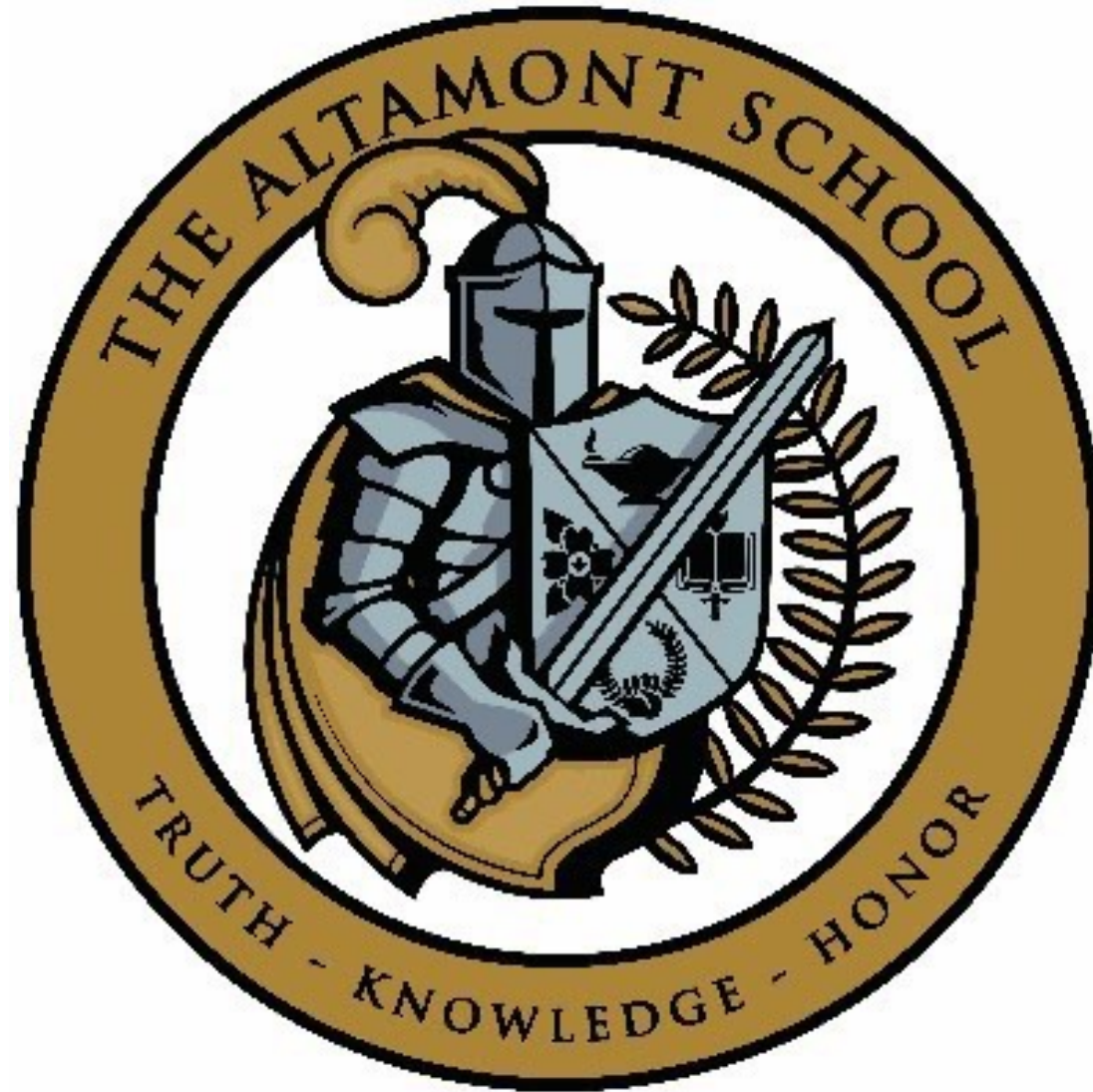
**SAIS Annual Conference
October 17-19, 2021**

Agenda

- **Intros**
- **Situation Overview – Altamont School**
- **Common Challenges**
- **Lessons Learned**
- **Open Discussion**

Session Objectives

- 1. Share our experience**
- 2. Create safe space for sharing**
- 3. Engaging group in discussion**



Common Challenges

- **Disappointment is Inevitable - Remember True North**
- **Leadership Alignment**
- **Timely Communications**
- **Audience Needs**

5 Common Survivor Needs

- 1. Apology**
- 2. Affirmation that harm was done**
- 3. Offered support**
- 4. Accountability**
- 5. Demonstrated commitment to student safety**

Lessons Learned

- 1. Transparency builds trust**
- 2. Keep survivor at center**
 - **Don't fall into making assumptions about what they need**
 - **Engage them to the extent they are willing**
- 3. Communication is paramount**
 - **Timeliness**
 - **Recognize different audience perspectives**

Open Discussion



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Thank You!