



April 30, 2025

Dear Miss Hall's School Community,

We write to update you on progress we continue to make in response to reports about sexual misconduct at MHS.

Education and Training

As part of our comprehensive plan, we have partnered with Enough Abuse, the national organization formerly known as MassKids, to expand our mandatory employee training on sexual misconduct prevention and response. During May, all Miss Hall's faculty and staff are required to complete Enough Abuse's specialized training on the nature and scope of sexual abuse, how to identify boundary-violating and grooming behaviors, and how to prevent child sexual abuse in schools and beyond. We will debrief together during end-of-year meetings.

Learning Courage Recommendations

Our work with Learning Courage, a survivor-led national nonprofit that partners with schools to support sexual misconduct prevention, trauma-informed response, and healing, continues. Last fall, they conducted a three-day, on-campus assessment to provide recommendations for strengthening related policies, programs, and practices. In February, Executive Director Amy Wheeler presented to the Miss Hall's Board and school leaders a summary of their observations and areas for improvement.

Learning Courage returned to campus earlier this month to meet with student leaders and review Phase 1 recommendations with the MHS Leadership Team, Academic Affairs, and Student Life Team. They shared what we are doing well — the supportive and caring faculty and staff dedicated to students' health, safety, and wellbeing; and the commitment to addressing safety concerns, increasing transparency, and learning how to be as trauma-informed and survivor centered as possible — as well as recommendations for areas of improvement, including updating policies, implementing additional professional development for adults and social-emotional learning for students, and enhancing school infrastructure for community wellbeing and safety.

Some of their recommendations have already been implemented. Others can readily move forward with best-practices guidance from Learning Courage, while remaining recommendations will require additional discussion and funding, as part of our multi-year partnership.

Among the Learning Courage Phase 1 recommendations:

- Continue community care and trust building with all MHS constituent groups — students, adults, families, and alums. See our progress so far at misshalls.org/safety.
- Institutionalize annual, mandatory, and varied training on boundaries, healthy relationships, and sexual misconduct for all faculty, staff, students, and the Board.
- Increase the level of detail in information about consent in handbooks, to set clear expectations on appropriate boundaries and relationships.
- Establish and communicate updated reporting mechanisms, to ensure accessible, straightforward ways to report misconduct.
- Strengthen anti-retaliation policies, to protect those who make reports and to reinforce a culture of accountability.

- Empower students as cultural leaders by strengthening student leadership training to include boundaries, healthy relationships, and reporting structures.

Learning Courage has been on campus every month since April of 2024, meeting with students, faculty, staff, and alums to conduct training and provide time and space for processing. They will be back at MHS May 16-18 during Reunion 2025 as a resource for alums. In addition, they have been with us on the road and are just back from L.A., the last in a series of cross-country information and listening sessions.

Aleta Law Investigation and Beyond

To date, Aleta Law has conducted almost 150 interviews of current and former Miss Hall's employees, families, Trustees, and alums and is close to completing the fact-finding phase of their investigation. Simultaneously, they are beginning to work on the investigation report.

We shared earlier this month that a second of the five alums who came forward about historical sexual misconduct at MHS filed a civil lawsuit in U.S. District Court naming Miss Hall's among the defendants. The allegations in this and in an earlier lawsuit filed in October are heartbreaking. We remain committed to learning the truth about what happened so that we can support the survivors and augment efforts underway to make our community stronger and safer. Our work includes supporting efforts to change consent laws and laws governing how sexual assault is investigated and prosecuted in Massachusetts and elsewhere. We look forward to being part of those efforts, independently and in partnership with Enough Abuse.

Like you, we, too, have been processing and responding to the reports of past sexual abuse in this community that we all hold dear. We are committed to extending support to anyone who was harmed, and to taking all steps that we can to ensure this never happens again at MHS. One piece of this commitment is the establishment of a Therapy Fund — overseen by an independent, third-party administrator — to support past and future therapeutic care for anyone who experienced sexual misconduct while they were students at MHS. Simultaneously, we have remained dedicated to providing a transformative and safe educational experience to students. The safety and wellbeing of students — past, present, and future — remain our highest priority.

As always, we thank you for your care for this community and your care for one another.

Sincerely,



Julia Heaton
Head of School



Nancy Gustafson Ault '73
President, Board of Trustees