



HORACE MANN SCHOOL

Bronx, New York 10471

718-432-3880
Fax 718-548-2739
Tom_Kelly@Horacemann.org

June 6, 2012

Dear Friends:

We are writing to let you know about an article that is online now and is expected to appear in this Sunday's *New York Times Magazine*. The article focuses on allegations of inappropriate behavior toward students at Horace Mann School a number of years back by former and, in some cases, now-deceased faculty members. These allegations are highly disturbing and absolutely abhorrent. We can assure you that none of the individuals mentioned in the article is currently employed by the School nor have they been for a number of years.

Providing our students with the best education possible is our top priority at Horace Mann School. At the same time, a critical component of our mission is to create and maintain a safe and secure environment for all members of our community that encourages mutual respect and appropriate behavior. The safety, security, and well-being of the children who attend Horace Mann are at the core of everything we do.

As an educational institution we are deeply concerned if allegations of abuse of children are raised – regardless of when or where they may have occurred. Horace Mann School's administration, faculty, staff and Board of Trustees strongly believe that we must hold ourselves to the highest moral and ethical standards.

As we informed *The New York Times*, Horace Mann School has in place clearly articulated and enforced rules, regulations, policies, procedures, and expectations concerning appropriate behavior within our community – including whistleblower protections to ensure that any member of the school community can freely report alleged violations. As an example of our rigorous protocols, a summary of the steps students or adults can take to report harassment/bullying or allegations of abuse and maltreatment is attached in Appendix A.

All of these policies and procedures are detailed in our *Family Handbook*, and are regularly updated and communicated. The *Family Handbook* is available at the link below:

http://www.horacemann.org/uploaded/HoraceMann/PDFs/School_Documents/FamilyHandbook_1-2012.pdf

We share and appreciate our community's frustration when the School cannot address specific allegations in the article. As we hope you can appreciate, we are not in a position to comment on accounts of events and conversations that took place prior to our administration. It should be noted that Horace Mann School has terminated teachers based on its determination of inappropriate conduct, including but not limited to certain of the individuals named in the New York Times article.

We did adhere to the School's longstanding practice not to discuss current or former students, members of the faculty, or other employees with the press, and we have not authorized anyone to do so. We answered factual questions about Horace Mann School, provided *The New York Times* a written statement (see Appendix B) and the School's *Family Handbook* but, as a matter of policy, there were a number of issues and questions regarding specific allegations or individuals that we were not able to address for privacy reasons and based upon advice of counsel. For the same reasons, we regret that we also are limited in our ability to communicate to the community about these past events.

We remain committed to the proactive communication and education of all members of our community, at all ages, about their rights and responsibilities, resources, and people to reach out to when there is a concern.

Consistent with that philosophy, we continue to plan opportunities for faculty and staff members, students, parents and others to learn more about our current policies and procedures. As we have done in the past few years, our faculty and staff members will participate in workshops at the start of the 2012-13 school year. For our students, there will be various forums appropriate for each age group. An example of our training for students this year, which we will repeat next year in other grade levels, is the sexual harassment seminars we had for all of our 9th graders two weeks ago.

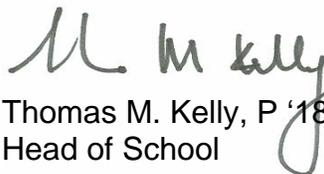
As we move forward, we will continue to be strict and relentless in the enforcement of our codes of conduct and expected behavior. Above all, we will remain focused on fulfilling our mission of educating children consistent with the integrity and honesty omnipresent in our Core Values.

As always, please feel free to contact Dr. Kelly should you have any questions or concerns.

Yours respectfully,



Steven M. Friedman '72, P '03, '04, '08
Chairman, Board of Trustees



Thomas M. Kelly, P '18
Head of School



APPENDIX A

Excerpts from the *Family Handbook*

Reporting Allegations of Child Abuse and Maltreatment

Members of the Horace Mann School community who are non-mandated reporters, including parents and students, may make a report of suspected child abuse or maltreatment by calling the general public hotline at: 1-800-342-3720.

Members of the Horace Mann School community who are mandated reporters, including administrators, faculty and staff, may make a report of suspected child abuse or maltreatment by calling the toll free mandated reporter hotline at: 1-800-635-1522. For mandated reporters, the Head of School must be notified, either in consultation before a call is placed, or promptly thereafter.

For additional information about the School's handling of allegations of suspected child abuse and maltreatment, please see the School's *Family Handbook*.

Reporting Harassment/Bullying by Students

Any student who believes that he or she has been or is being harassed or bullied by a student or who has witnessed an incident of harassment/bullying by a fellow student should take the following steps to report the incident:

- Speak to the offender directly, if comfortable doing so, and request that the harassment/bullying stop;
- If the student is uncomfortable with speaking directly to the person or if the harassment/bullying does not stop, report the incident to a Point Person (a list of Point Persons can be found in the School's *Family Handbook*) who will report it to the Division Head; or
- Report the incident directly to the Division Head, who will consult with the Head of School and then direct the matter to the appropriate Point Person or other members of the School's Administrative Council for investigation; or
- Report the incident to a Designated Trustee through the School's Whistleblower Protection Policy as outlined in the School's *Family Handbook*.

Any parent who believes that a student has been or is being harassed/bullied by another student or any parent who has witnessed an incident of harassment/bullying by another student should:

- Report the incident to a Point Person (a list of Point Persons can be found in the School's Family Handbook) who will report it to the Division Head; or
- Report the incident directly to the Division Head, who will consult with the Head of School, then direct the matter to the appropriate Point Person or other members of the School's Administrative Council for investigation.

Reporting Harassment/Bullying By Adults

Any student who believes that he or she has been or is being harassed/bullied by an adult or that he or she has witnessed an incident of harassment/bullying by an adult, should take the following steps to report the incident:

- Report the incident to a Point Person (a list of Point Persons can be found in the School's *Family Handbook*), who will report it to the Division Head, who will report it to the Head of School; or
- Report the incident directly to the Division Head, who will consult with the Head of School, then direct the matter to the appropriate Point Person or other members of the School's Administrative Council for investigation.
- Report the incident to a Designated Trustee through the School's Whistleblower Protection Policy as outlined in the School's *Family Handbook*.

Any parent who believes that a student has been or is being harassed/bullied by an adult or any parent who has witnessed an incident of harassment/bullying by an adult, also should take the steps described above.



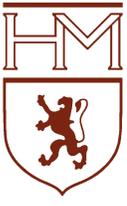
APPENDIX B
Statement Released to the New York Times

“As an educational institution, we are deeply concerned if allegations of abuse of children are raised, regardless of when or where they may have occurred. Horace Mann School’s administration, faculty, staff and Board of Trustees strongly believe that we must hold ourselves to the highest moral and ethical standards.

“The current administration is not in a position to comment on the events involving former and, in some cases, now-deceased, faculty members that are said to have occurred years before we assumed leadership of the School. It should be noted that Horace Mann School has terminated teachers based on its determination of inappropriate conduct, including but not limited to certain of the individuals named in your article. It’s also important to note that none of the individuals (who we understand are) mentioned in the article is currently employed by the School nor have they been for a number of years.

“We can state unequivocally that Horace Mann School today has in place clearly articulated and enforced rules, regulations, policies, procedures and expectations concerning appropriate behavior within the community – including whistleblower protections to ensure that any member of the school community can freely report alleged violations. All of these policies and procedures are detailed in the School’s Family Handbook, and are regularly updated and communicated. The current administration proactively reinforces these standards with training, including discussions of ethical and legal obligations with faculty and staff members, training for students, and updates to the Board of Trustees.

“The safety, security and well-being of the children who attend Horace Mann are at the core of everything we do. The School will remain focused on fulfilling its mission of educating children consistent with this overriding priority.”



HORACE MANN SCHOOL

Bronx, New York 10471

THOMAS M. KELLY, PH.D.
HEAD OF SCHOOL

718-432-3880
Fax 718-548-2739
Tom_Kelly@Horacemann.org

June 10, 2012

Dear Alumni/ae,

It has been a most troubling week for so many of us. While we cannot change the past, we can take action today that will influence our future together for the better. Over the course of the past several days, I have done what a Head of School should do before taking any action: I have listened. Through email messages, telephone conversations, and in-person exchanges, members of our alumni community have graciously and courageously shared their hurt and frustration with a portion of our School's past. Words cannot describe how sad and upset I am at the thought of any harm coming to any member of our community while attending Horace Mann School. And yet, for me to advance an explanation given my limited time at the helm and in the face of so many conversations pertaining to matters twenty to thirty years old would be irresponsible. However, please do not mistake the time we all need to process what has been written in the *New York Times Magazine* and online as indifference or a lack of concern.

For those of you not directly involved with the School today, it may be hard to understand why I'm struggling to reconcile the content of the *New York Times Magazine* article and the subsequent conversations and internet postings with the community that I know as both Head of School and parent. The School's current policies, procedures and daily practices, as well as the instruction we provide our students, make allegations of such behavior impossible to ignore. In fact, an employee in today's environment would be immediately removed for a range of behaviors far less severe than those represented in the article. Add to this reality aggressive background and reference checks, formal faculty contracts that give the Head of School the right to remove a teacher when needed, whistleblower protection, a comprehensive new employee orientation program, mentoring, classroom observations, and streamlined procedures for evaluating faculty, and you begin to see a picture of Horace Mann School as it lives and breathes in 2012.

It is clear to me, as *your* Head of School, that many among our alumni need access to a level of support indicative of how our School would react to any current student coming forward with a concern about his or her personal well-being. In fact, as some of you know from your own experience, this ethic of care *has* extended to those alumni who have reached out to me over the past seven years for assistance. It is also clear that there are two schools to tend to: one facing forward with a lifetime of wonderful memories

taking shape, and one with students well past college-age seeking support and leadership beyond what a traditional alumni office offers.

Moving forward, we need your help. We will develop and implement a thoughtful process that places the first priority on those alumni most in need. In addition, there is much to be done within the larger alumni community. Conversations need to continue with candor. And yes, there is a need for a portion of these conversations to take place in person, and perhaps on campus. Ultimately, we need to work together to understand what may have happened and why, while at the same time, recommitting ourselves to the healthy relationships that did evolve during your time at Horace Mann School. To allow the egregious behavior of some as described in the article and online to turn members of our community against one another would marginalize the most important portion of our past and present: the friendships that connect us.

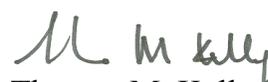
Bottom line: we not only need your support and patience, we are respectfully asking you to give the School the time to research and discuss a well thought out process, one that is in keeping with how we care for Horace Mann School today. In addition, this process needs to afford so many involved a voice and a level of privacy that is not currently in place if we are to reach everyone. The Board of Trustees of Horace Mann School will again be meeting to discuss the matters at hand and many of the suggestions put forth by both the School's alumni and administration. This work is a top priority.

With the support of the Board, the School *is* prepared to take the leadership role that so many of you are asking for. Please keep talking and please allow Horace Mann School to be a part of the conversations.

I look forward to communicating with all of you as often as necessary to demonstrate our resolve. Please don't forget that my door is always open.

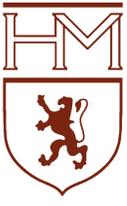
With great respect, I am

Sincerely yours,



Thomas M. Kelly, P' 18
Head of School

cc: Horace Mann School Board of Trustees
Horace Mann School Administration, Faculty & Staff
Horace Mann School Families



HORACE MANN SCHOOL

Bronx, New York 10471

THOMAS M. KELLY, PH.D.
HEAD OF SCHOOL

718-432-3880
Fax 718-548-2739
Tom_Kelly@Horacemann.org

June 14, 2012

Dear Alumni/ae,

The Office of the District Attorney in the County of the Bronx has requested that I post the following information on the School's website:

“District Attorney Robert Johnson is encouraging anyone with information about possible inappropriate behavior by staff members at the Horace Mann School to come forward. The hotline number is (718) 838-7382. All calls to the hotline will be kept confidential.”

I continue to make reading your email messages a priority. Please be patient as I endeavor to respond to each one.

With great respect, I am

Sincerely yours,

Thomas M. Kelly, P' 18
Head of School

cc: Horace Mann School Board of Trustees
Horace Mann School Administration, Faculty & Staff
Horace Mann School Families



HORACE MANN SCHOOL

Bronx, New York 10471

THOMAS M. KELLY, PH.D.
HEAD OF SCHOOL

718-432-3880
Fax 718-548-2739
Tom_Kelly@Horacemann.org

June 24, 2012

Dear Alumni/ae,

It is with great sadness that I write to you for the second time this month about another disturbing report of events from our School's distant past. In today's edition of the *New York Times*, a former Horace Mann School teacher who retired in June of 1986, Tek Young Lin, admitted to having had sexual relations with students decades ago. While his admission of guilt included an apology and rationale for his decisions, his apology is unacceptable and the behavior described inexcusable. At no time is it appropriate for a teacher, working with minors and in a position of undeniable authority and trust, to engage in a sexual relationship with a student. As shared by Stephen Brookfield in his 1990 book, *The Skillful Teacher*:

Trust between teachers and students is the affective glue that binds educational relationships together. Not trusting teachers has several consequences for students. They are unwilling to submit themselves to the perilous uncertainties of new learning. They avoid risk. They keep their most deeply felt concerns private. They view with cynical reserve the exhortations and instructions of teachers.

Mr. Lin's admission does nothing to lessen the frustration, concern, and sheer outrage described by many within our community.

The Board of Trustees has now met and will continue to meet as the governing body of Horace Mann School to consider information and input from the Administration, those reporting to have been hurt at the hands of retired or deceased teachers, the alumni, outside experts and the School's advisers. In addition, Horace Mann School continues to cooperate with local law enforcement.

With an emphasis on hearing and understanding the needs of those with the greatest concerns, the Board of Trustees will continue its deliberations and communicate at such time when a plan of action can be shared with the community at large. While I understand this is not what some in the community want to hear at this juncture, the School is not going to rush those decisions and actions that are proving to be among the most important ever to face our community of learners and leaders.

Moving forward, it is important to remind everyone that the School will communicate with members of its community directly and not through the media. When information needs to be shared or input is sought, I assure you members of our community will and should hear from the School.

To those members of our alumni community who have reported being hurt by events in the School's past, know that we are thinking about you.

Sincerely yours,


Thomas M. Kelly, Ph.D.
Head of School

cc: Horace Mann School Board of Trustees, Employees and Families



H O R A C E M A N N S C H O O L

Bronx, New York 10471
718-432-4000

August 6, 2012

Dear Friends,

Horace Mann School has a long and rich tradition of preparing a diverse community of students to lead great and giving lives. As our mission states, we strive to maintain a safe, secure, and caring environment in which mutual respect, responsible behavior, and the life of the mind can thrive.

As Horace Mann School parents, alumni, and concerned community members, we as trustees are appalled and saddened by reports of abuse of children by certain past faculty members. The relationship between teachers and students is a sacred trust, and allegations that teachers abused their positions of authority to harm any student are hurtful to all of us. We feel pain and regret for anyone who reports to have been harmed while a student at Horace Mann School.

The gravity of these allegations weighs heavily on each of us as we determine what steps to take to address these reports. "Doing the right thing" about the past has vastly different meanings to different members of our community. As we wrestled with this complex issue, we recognize that the Board's desire to act judiciously and deliberately has resulted in a lack of an immediate action plan that many have found frustrating. To understand and develop an appropriate response, we have listened, processed, and analyzed information from many sources. Together with the administration, we have heard from many members of the community, including those who have identified, and refer to themselves, as "survivors." We also consulted with fellow educators whose institutions have faced similar challenges, child abuse professionals, attorneys with expertise in not-for-profit institutions, law enforcement officials, and many others. While we recognize that the process of listening and learning is far from over, we want to share with you our current thoughts.

Board of Trustees Responsibility to Horace Mann School

As the Board of Trustees of a not-for-profit educational institution, it is clear that our primary fiduciary responsibilities and legal obligations are to the school today and to its 1,800 current students. We are charged with ensuring that our policies, procedures, and practices promote the safety, education, and well-being of our students; maintain the financial strength and integrity of our institution; and honor the intent of the commitments that have been made by our donors. The parents of children at Horace Mann School today can be assured that the administration led by our Head of School Dr. Tom Kelly, the faculty and staff, and the Board remain focused and determined to fulfill this mission.

The voting members of the Board engaged in a fulsome debate and dialogue over our response, and what follows are the current steps that were adopted.

Partnership with The New York Society for the Prevention of Cruelty to Children (NYSPCC)

While we believe our child abuse prevention and reporting programs are already robust and meet or exceed all applicable laws and regulations, we have entered into an alliance with the oldest and one of the most respected organizations in this field to help us set the bar even higher. Our goal is that Horace Mann School will be the standard in New York on this vitally important issue.

To that end, NYSPCC will work closely with trustees, administrators, faculty, and staff members to reaffirm that no current student has been subject to abuse, and to ensure that best practices in child protection are utilized throughout the school community. Specifically, the NYSPCC will help us:

1. *Audit current administrative procedures and policies that encompass child protection issues and provide recommendations on their implementation.*
2. *Provide developmentally appropriate programs for all students that address both the prevention and reporting of child abuse in New York State.*
3. *Provide training and support services for all employees.* While all school employees have attended lectures on the requirements of the New York State mandated reporter laws and their legal responsibilities, in the fall each employee will be required to successfully complete a specialized course of instruction on child abuse identification and reporting under New York law.
4. *Conduct training and lectures for parents and alumni with school-age children not attending Horace Mann School.* Day and evening training sessions and lectures will also be offered to supplement and complement the training provided to students and employees.
5. *Lead training and discussions with the Board of Trustees.* We plan to have the NYSPCC speak at a Board meeting in the fall. In addition, I will meet with the organization this summer to underscore our commitment to the entire partnership.

Dr. Kelly will share additional information about the programs listed above at the start of the school year and as each initiative gets under way.

Student Safety

Although there have been no allegations of child abuse involving current students or current Horace Mann School employees, the school will nevertheless implement additional programs and procedures to ensure the safety of today's students. We believe that these additional measures will further minimize the possibility of child abuse and maltreatment in the future and will address an issue quickly and appropriately should it arise. We expect that our comprehensive training and communications programs through which we will speak with each and every student and adult in the school will further empower individuals to report any case of abuse or maltreatment.

By the start of the 2012-2013 school year, all school employees will have undergone a comprehensive background check. One of the school's professional development themes for the year will be student safety, relating not just to suspected child abuse and maltreatment, but also training with respect to blood borne pathogens, allergies and use of an EpiPen, concussion management, and the responsible use of social networking tools. Dr. Kelly will send a separate letter with details of all the programs we have planned for the school year.

Meetings with Survivors, Other Alumni Groups

To be sure that the Board and the administration understand the concerns of our community, we have had numerous informal individual conversations. In addition, we have received and reviewed hundreds of emails, letters, and calls. We have heard the suggestions, concerns, and criticisms.

To continue the dialogue and to ensure all voices are heard, in the next month Dr. Kelly and I plan to:

- *Meet with the Survivors' Group* – There is a group of self-described alumni “survivors” who report that they were abused by teachers who are no longer at the school. While the school’s counsel has already met with their attorney, Dr. Kelly and I plan to meet this summer with representatives of this group to hear their particular concerns and questions. We expect this meeting to be followed by a meeting of Survivors with a broader group of the Board. Recognizing that no group speaks with one voice, we will endeavor to speak with anyone who wants to speak to us.
- *Meet with Alumni* – Dr. Kelly and I will also meet with the Alumni Council and with the representatives from past graduating classes who have expressed a desire to do so. Our aim is to better understand their issues and concerns, and we will share our thinking and explain the consequences of various proposed actions.

We are hopeful that the meetings with these groups will both expand our understanding and inform our alumni directly about our plans and the principles behind them.

Independent Investigations of the Past by Law Enforcement Authorities/Support Prosecutions

To address what occurred in Horace Mann School’s history, we are cooperating fully and actively with independent investigations by the Bronx District Attorney and the New York City Police Department. Given their broad investigatory powers, they are in the best position to gather information, interview individuals, and question potential witnesses, as they believe necessary and appropriate. We believe these investigations are important, and have encouraged individuals with relevant information to contact law enforcement. We have met with both of those agencies and will continue to keep the lines of communication open. We have published the DA’s hotline on our website and encouraged anyone with relevant information to call 1-718-838-7382.

Horace Mann School fully supports and will cooperate with the criminal prosecution of any individual responsible for hurting children. The Board and administration feel strongly that those who can be held accountable must face the consequences of their actions.

Looking Ahead

We have been encouraged by the many alumni and others in our community who have expressed a desire to provide counseling and other support to members of the Survivors’ Group. A group of these volunteers is exploring the establishment of one or more independent, not-for-profit entities to provide funds for therapy and other assistance. While these entities will not be affiliated with the school and will have independent boards and legal counsel, Horace Mann School applauds the establishment of such entities. As such, the school will help disseminate information about how to make contributions or

request help. We sincerely hope members of the Survivors' Group and these volunteers work collaboratively to ensure these new entities address the Survivors' needs and concerns.

As developments occur, we will communicate further with you and provide updates as appropriate. Given the nature of the allegations and that the issue of child sexual abuse is on the national stage, we expect continued coverage of the subject for some time to come. On a case-by-case basis, we will respond to media requests for information and comment.

We will continue to look for ways that we can help all members of our community move forward and will consider additional actions as warranted. We are all doing the best we can in these unprecedented circumstances. We face this issue together as a community, and we must share the same sense of humanity and the same desire to preserve Horace Mann School for the future. Together, we will find the way to heal.

Sincerely,

A handwritten signature in black ink, appearing to read "Steven M. Friedman". The signature is fluid and cursive, with a large initial "S" and "M".

Steven M. Friedman '72, P '03, '04, '08
Chair, Board of Trustees



HORACE MANN SCHOOL
Bronx, New York 10471

718-432-3862
Fax 718-548-2739
Tom_Kelly@HoraceMann.org

May 24, 2013

Dear Friends:

On June 6, 2012, with the publication of "Prep-School Predators" in *The New York Times Magazine*, Horace Mann School was confronted with reports of sexual abuse at our school from the 1960s to the 1990s. Alumni and others, via social media and elsewhere, shared reactions concerning what was alleged to have transpired, offered suggestions regarding how the School should respond, and made additional reports of abuse. The School's Board of Trustees and Head of School have listened to what was said and read what was shared with great empathy, and carefully considered how best to proceed.

We promised our community that we would develop and implement a thoughtful process, a process that placed a priority on the needs both of our students and of the alumni who reported that they were abused, while safeguarding today's Horace Mann School. We endeavored to work together to understand what happened. We stressed that the privacy of the victims was paramount, and that we would not communicate with our community through the media. With this commitment, the Board of Trustees and Head of School began the process of working deliberately to establish the facts as best we could, given the passage of time, and to determine the appropriate course of action moving forward.

Much has happened since our last letter. With a focus on the students of today, and in collaboration with the New York Society for the Prevention of Cruelty to Children (NYSPCC) and the assistance of the Office of the Bronx County District Attorney (Bronx DA), the School has put in place revised and new policies specific to child abuse prevention and reporting. These policies include reporting suspected child abuse when an employee is involved. In addition, the School has worked successfully with the professionals at the NYSPCC to institute developmentally appropriate, school-wide training for all students and employees in this critical area of student safety. We are confident that all members of the community in daily contact with the School—students, parents, employees and Trustees—have the information necessary to handle allegations of child abuse, bullying, and/or harassment of any kind. Furthermore, any allegation of sexual abuse, past or present, must be reported to the Bronx DA and the Board of Trustees for review and immediate action.

After meeting with the Survivors Group and members of the Alumni Council last summer, the Board of Trustees and Head of School agreed to pursue a mediation process, although the survivors' legal claims for financial compensation were barred by New York State's civil statute of limitations. This decision to engage with the survivors, despite the legal defenses available to the school, should remind everyone involved that these were students at Horace

Mann School—students who are entitled to be embraced by the warmth and ethic of care characteristic of Horace Mann School.

While cooperating fully with the Bronx DA's review, the School, based on the recommendations of counsel for the Survivors, joined with the Survivors to engage Commonwealth Mediation and Conciliation, Inc. (Commonwealth Mediation). During that mediation process, subject to confidentiality agreements, members of the Board of Trustees and the Head of School reviewed and listened to impact statements presented by thirty-one individuals who came forward and described their abuse.

As a result of this process, settlements have been reached with the great majority of these individuals without resort to litigation. Moreover, the mediation was critical to the School's understanding of what had occurred during the decades in question. Based on what was reported by the Bronx DA's office in its public statement of April 26th and what was learned through the mediation process, it is clear that between 1962 and 1996, former teachers and administrators in fact did abuse, in various degrees, students at Horace Mann School.

We sincerely apologize for the harm that was caused by the teachers and administrators who abused anyone during their years at Horace Mann School. These unconscionable betrayals of trust never should have happened. But they did, and now we, as a school, must fully accept this reality. Members of the Horace Mann School community who are survivors deserve our gratitude for having the courage to come forward, and our deep appreciation for demanding that Horace Mann School become a model for child abuse prevention and reporting programs. Beyond *their* pain, generations of alumni/ae have had their memories of Horace Mann School tarnished by these abusers. For this, too, we apologize.

Looking to the future and out of respect for the wishes of the survivors, the Board of Trustees has voted to eliminate the title and position of Trustee Emeritus effective June 30, 2013. In addition, members of the Board of Trustees will be working with the Head of School to create an advisory board on student safety to review all School policies relating to student safety and the ongoing training of students and employees, and to make recommendations to the Board of Trustees relating to these important subjects. The Board of Trustees and Head of School will invite representatives of the School community to serve on this advisory board, including one or more of the survivors, a representative of the Bronx DA, a representative from the NYSPCC, and a representative from Commonwealth Mediation.

Additionally, a survivor will be appointed to the Head of School Committee (HOSC). This Committee, created on Dr. Kelly's arrival in 2005, serves as an advisory entity to both the Head of School and the Chair of the Board of Trustees. Committee members are representative of parents, alumni/ae, employees, current and former trustees, and community members.

Finally, the Board of Trustees has accepted the proposal of Commonwealth Mediation that Commonwealth Mediation prepare an independent summary of the reported abuses, without identifying the survivors. The mediators involved have heard from thirty-one alumni/ae who described in painful detail the inexcusable conduct of their teachers and administrators that occurred between seventeen and fifty-one years ago. Given the passage of time, most of the abusers are either dead or mentally infirm; the remainder, we understand, are unwilling to

respond to the allegations, and the School does not have the authority to compel these individuals to do so. It is these reports heard by the mediators—shared privately and in person by survivors—that provide us the greatest insight into what happened. The Board of Trustees and Head of School have agreed to make the summary report available as soon as practicable.

The events of the past year remind us why we refer to Horace Mann School as our alma mater. Our “nourishing mother” provides the resources and guidance we need to flourish academically, socially, physically and emotionally. We also count on her to care for us in times of personal need, institutional tragedy or crisis. For those of you among her alumni/ae in need of care as a result of what occurred in the 1960s, ’70s, ’80s and ’90s, please reach out to the Head of School’s Office.

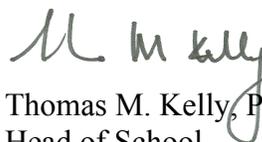
While nothing we can say or do will erase the painful memories shared by the survivors, we hope our actions demonstrate our resolve never to forget this portion of our past and reiterate our commitment to the safety of today's students.

With great respect we remain,

Sincerely yours,



Steven M. Friedman '72, P '03, '04, '08
Chair, Board of Trustees



Thomas M. Kelly, P '18
Head of School



October 6, 2013

Dear Friends of Horace Mann School,

With the school year now underway, we wanted to keep you apprised of developments relating to the School's handling of past incidents of sexual abuse.

As you will recall from our last correspondence in May, our School participated in a mutually agreed upon mediation process with those survivors who wished to participate, all of whom were represented by counsel, and issued a sincere apology for the harm that was caused by the teachers and administrators who abused anyone during their years at Horace Mann School. We were able to reach legal and financial settlements with all but four of the survivors, one of whom has filed a lawsuit against the School.

Our School has cooperated fully with the various government authorities in their reviews of the abuse. Moreover, the independent mediator offered to prepare and publish a summary of the reported abuse to provide additional transparency on this painful chapter in Horace Mann's past without identifying or jeopardizing the privacy rights of the survivors. The Board was prepared to accept this proposal, but counsel representing many of the survivors requested on their behalf that no such report be prepared or published, and out of respect for their wishes, it will not be.

As you may have read, a group of alumni known as the Horace Mann Action Coalition has hired a retired judge to conduct another investigation and issue a report, and that report will no doubt receive media coverage. While we do not object to someone else gathering information about the abuse, as a school we cannot share confidential information about past or present students or employees with third parties. As a result, we are not participating in this investigation.

The School has accomplished much with those in search of closure and has been providing today's students and employees with important training, but we anticipate continued media coverage in the coming months. That is why it is important for you to hear directly from us about developments relating to our past.

To each and every one of us who loves the School, the ongoing media coverage can be distressing, particularly when the media distorts or misstates the facts. Despite what was first reported in the New York Post, the thirty-five members of our Board of Trustees have been in near unanimous agreement on all of the steps we have taken in response to the reports of abuse during the 1960s, '70s, '80s, and '90s, and were unanimous in their vote to accept the settlements last spring. Our Board has met many times, often with outside advisors, to consider different

approaches to addressing the situation and to have thoughtful discussions about the appropriateness of each response. While acknowledging the complexities and emotions surrounding these matters, the members of the Board stand as one in full support of today's School, the students it serves, and the employees who breathe life into the lessons taught each day, and they share everyone's desire to help our alumni community heal.

Please rest assured that the Board and administration will continue to strike a healthy balance between the need for any additional responses about our past and the commitment we have to educate and care for the 1,782 children in our classrooms. While we grieve for those hurt, we will continue to celebrate the many accomplishments of our alumni, our students, and our faculty members.

On so many levels, there is very much to be proud of both in terms of the student and school accomplishments of last year. In 2012-13 we saw a record number of admission applications, raised a record amount for the Annual Fund, and our academic and interscholastic activities continue to receive national recognition. And much good work already is underway in 2013-14. Please visit www.horacemann.org/news to learn more.

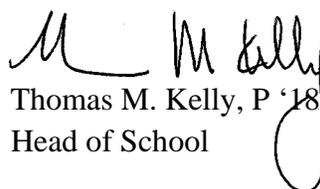
We will, of course, continue to keep you informed of further developments, and we thank you for your ongoing expressions of support for Horace Mann School.

With great respect we remain,

Sincerely yours,



Steven M. Friedman '72
Chair, Board of Trustees



Thomas M. Kelly, P '18
Head of School

cc: File