



GILMAN

GILMAN SCHOOL

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Dear Gilman Family,

Transformative relationships forged between students and their teachers, coaches, and mentors are at the heart of our mission to educate boys in mind, body, and spirit. As a School, we emphasize these relationships, because we know that an educator's effectiveness is inseparable from his or her ability to build them with students. We proudly hear time and time again from students and alumni who speak with such appreciation of the Gilman adults who have helped to shape their lives in so many positive ways. It is deeply upsetting, then, to share with you a case in which a former Gilman faculty member blatantly violated the trust and good faith on which such relationships are based.

In the 1990s, then-Gilman teacher and coach Dr. Martin Meloy engaged in sexually abusive behavior with Gilman students on separate occasions at his Baltimore County home. In late November of 2008, survivors came forward and reported the abuse to the School. Meloy was immediately removed from Gilman. At the same time, the School also reported the case to the Baltimore County State's Attorney's Office, which reached a non-prosecution agreement with Meloy in February 2009, ensuring he would not have unsupervised contact with minors. Gilman secured Meloy's resignation. Meloy died in 2015.

At the time the abuse was reported, school leadership prioritized two things: removing Meloy from any involvement with students and promptly reporting Meloy's behavior to the authorities, who would conduct an official investigation.

Recently, one of the survivors of Meloy's abuse reached out to us again. Together, we considered the situation through the lens of society's evolving recognition and understanding of both the great harm caused by such abusive relationships and best practices for prevention of and response to such abuse. With the benefit of hindsight, we realize that we could have done more; specifically, we could have taken steps to determine if any other students had been harmed by Meloy's grave violation of our students' trust.

We are profoundly sorry that members of our Gilman community have suffered such abuse. As Headmaster, as Board President, and as parents, it is difficult to express fully the visceral reaction that these reports evoke. After careful thought, we have concluded that we have a responsibility to pursue a full understanding of the nature and extent of abuse experienced. To that end, T&M Protection Resources, a highly respected firm with significant experience in such matters, has been engaged by Gilman to conduct a thorough, third-party investigation. We encourage anyone who has been affected personally or who has information that may assist the investigation to contact Laura Kirschstein, Vice President of Sexual Misconduct Consulting & Investigations, at 646-445-7737 or Gilmanschool@tmprotection.com.

While the misconduct of Meloy has precipitated this letter and this investigation, we believe this is our opportunity to uphold our promise to Gilman survivors from every era. We encourage anyone who has experienced or is aware of sexually abusive behavior by any Gilman faculty or staff members during any era in our history to contact Ms. Kirschstein, even if you have raised allegations to the School before. T&M will report its findings to a committee appointed by the Board of Trustees, formed for the purpose of overseeing this investigation. Both in the investigation and in the reporting of findings, the utmost care will be taken to preserve confidentiality.

Parents: please know that, tomorrow during assembly times, Henry will meet with Upper School and Middle School students, by division, to explain this situation, tailoring his explanation to the age of the students. We met with faculty and staff this afternoon. All three of our school counselors, John Mojzisek (Director of Counseling/Upper School), Amy Summers (Middle School), and Laura Jordan (Lower School) will be available to aid in discussions and meet with students. You may want to speak first with your children about this difficult topic. Accordingly, we offer the following resource to help guide the support you offer your children, as well as your own thinking: RAINN (Rape, Abuse & Incest National Network, *Talking to Your Kids About Sexual Assault* <https://www.rainn.org/articles/talking-your-kids-about-sexual-assault>.

Gilman holds as its highest priority the safety and well-being of our students. We are not aware of any sexually abusive behavior with current students, faculty, or staff. In each division and in age-appropriate ways, our students receive guidance on health and safety, and they are encouraged to seek out a counselor or other trusted adult if and when they have questions or concerns about themselves or others. Our hiring practices involve careful vetting of candidates, including professional reference checks and criminal background checks. All employees are also required to submit to fingerprinting, in accordance with federal and state regulations, prior to beginning work. Faculty and staff are instructed how to report suspected abuse or neglect, and we undergo regular training on recognizing instances of abuse. Our security staff in each division checks the identifications of visitors against the national registry of sex offenders. Last year, as a matter of course as part of our own risk management program, Gilman had a consultant perform an audit of our policies and procedures related to sexual abuse to help ensure that we keep up with best practices. That audit will help inform our ongoing efforts to keep everyone safe.

We fully appreciate that this news can and will be difficult for our community—perhaps notably, our alumni—to receive. At the appropriate time, most likely when T&M has completed its investigation and shared its findings with the Board-appointed Committee, we will update the community on any pertinent information. As disturbing as this case is, we must learn from it so that we may continuously strengthen the pursuit of our mission.

Sincerely,



Henry P. A. Smyth
Headmaster



Mark R. Fetting '72 PP'00,'05
President, Board of Trustees