

Williston Northampton School

August 28, 2020

Dear Williston Northampton Community,

As part of the steps Williston is taking to support our students and employees during these uncertain times, and to ensure that we are able to continue providing the best education we can to all students as we look toward next year, Williston applied for and received a federal loan that (for the duration of the loan) will require us to comply with certain non-discrimination obligations under federal law.

Because Williston has always made it a priority to ensure that all students, employees, and community members are treated in a fair, nondiscriminatory manner, the changes required by these new obligations under federal law are largely procedural, and not substantive. Nonetheless, we are implementing new additional policies to avoid any questions about Williston's continued compliance with applicable law.

Specifically, effective immediately, Williston is implementing the following policies and procedures:

- Title IX Policy
- Title IX Grievance Procedures
- Title IX Complaint Form

These policies and procedures, [which can be found here](#), augment, but do not replace, existing Williston policies and procedures. (Further, we expect that these new policies and procedures will be in place only for the term of the federal loan, at which point, Williston will plan to send you follow-up communication notifying you that these policies are no longer in place.) During that period, however, any conflict between the above-listed policies and the School's existing policies should be resolved in favor of the above-listed policies. Should you have any questions or inquiries regarding Title IX or any other non-discrimination policies, or how these policies apply to the School, you should contact the Compliance Coordinator, who is Dean of Students Kathy Noble (knoble@williston.com).

As we continue to work together to navigate these challenging, uncertain times, we will keep you apprised as to any further changes to our policies and procedures.

Most importantly, we hope that everyone is safe and doing well. While we look forward to returning to campus, we also welcome your thoughts on how we can find ways to keep the community safely engaged. Please feel free to contact me with any suggestions, questions, or comments.

Sincerely,

Charles McCullagh
Chief Financial Officer