

Dear ASIJ Parents, Trustees, Alumni, Faculty and Members of the ASIJ Community,

In June of 2015 the ASIJ Board apologized for harm caused by a former teacher, Jack Moyer, and committed to several actions to assist in healing and reconciliation in our community and to make ASIJ a safer place of learning. We would like to take this opportunity to provide a brief update on those actions and make you aware of some new ones as well. As a Board we want you to know that our work in this area is not done, and we believe it never will be.

As committed in the apology, the Ropes & Gray report was published along with the victims' own personal accounts. The report was also translated into Japanese and passed through the FBI to the appropriate office of the National Police Agency. Additionally, the school is reaching out with these materials to other Japanese institutions that had a known affiliation with Moyer.

In 2016, many of the Sisters visited ASIJ to take part in awarding the Strength & Courage scholarship to Sofie Kusaba. With support from parents, alumni, and faculty and staff, this scholarship continues, and was awarded to Karin Kitsuda in April of 2017.

We are pleased to share that the school recently hired a Safeguarding Coordinator who will be the point person for child safeguarding-related activities across all divisions. Responsibilities include, but are not limited to: acting as a coordinator for receiving reports and conducting investigations, coordinating school-wide training on child safeguarding, and providing guidance on policies and procedures that enhance the school's ability to safeguard children. Our coordinator has already actively contributed to the Child Safeguarding Task Force's (CSTF) ongoing work in basic school governance, role redefinition, and document retention.

Having already attained Level 1 KCS (Keeping Children Safe) certification in the 2015-16 school year, ASIJ is working towards further certification, which includes changes to human resource and school-wide policies. The school has completed background checks on all current faculty and staff and all incoming faculty and staff must successfully clear a background check before an offer is extended. All faculty and staff sign a Student Protection Agreement and receive training at the beginning of each school year. In order to better ensure safeguarding related to adults working with students after school, one-on-one tutoring on campus was discontinued while solutions are evaluated for being able to provide tutoring safely. The CSTF is currently revising the Student Protection Handbook to better serve the needs of our community, and it will be re-published in both English and Japanese.

School-wide safeguarding training for students is regularly provided through the counseling program at ASIJ. Division-level counselors at PTA-hosted meetings also

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provided training for parents throughout this school year. The main themes for each division's safeguarding training include:

- Kindergarten and Elementary School: Personal safety including increasing the knowledge of rules meant to keep them safe, strengthening knowledge about safe, unsafe and unwanted touch, appropriate Digital Citizenship and online behavior, strengthening their ability to assert themselves and ask for support in the event of an abusive event, and identifying trusted adults in student's lives.
- Middle School: Identifying safe and unsafe situations, accessing support structures, taking action to stay safe, appropriate Digital Citizenship and online behavior, and valuing oneself and one's community.
- High School: A series of safety awareness sessions highlighting the various forms and signs of abuse, the importance of consent, reporting procedures for students within and outside of their school community, and appropriate boundaries in student-teacher relations with respect to social media, communication, and gift giving are set forth.

Continuous visitation to these topics as a community helps us become better stewards of safety for our children and each other, and this is a dialogue that we strive to continually embrace.

The school remains committed to learning from its past and to assisting in the healing and reconciliation of any who suffered sexual abuse while at The American School in Japan. The Board's commitment to reimburse counseling costs for all survivors is still in place. We stand ready to assist any who come forward. And we are committed to safeguarding our students from abuse and harm. We have learned much about what we need to do as a school to enhance our safety, and we know and are committed to the reality that this will always be a work in progress.

Please address any requests for support or reports of abuse to the Head of School at head@asij.ac.jp.

Sincerely,

The Board of Directors