

## **FREQUENTLY ASKED QUESTIONS**

### **I understand there was a student-led walkout. What happened?**

In late September 2021, a group of students, known as the Student Safety Committee (SSC), led a school walkout to bring awareness to sexual assault and sexual harassment issues at OSA.

### **What kinds of issues were raised at the walkout?**

Some students shared information about their personal experiences with sexual misconduct both inside and outside of OSA, including raising questions regarding OSA's policies and procedures.

### **What is OSA doing to address the issues raised at the walkout?**

OSA has initiated investigations into the allegations of misconduct, hired an outside investigator, and either hired or identified a number of external consultants with the experience and cultural competency to provide support to our students, families, faculty and staff. Additional consultants are being identified to ensure that external support includes a diverse, multidisciplinary team of professionals with the experience required to address the needs of all groups impacted by the current situation.

Student services at OSA will be augmented to include additional counseling services, restorative justice circles, training, and education.

A website was established to provide a central place for parents and students to find information and the administration is holding - or already held - grade-level meetings to connect with parents. Please visit this webpage ([link](#)) to find the most current information about resources for students and updates.

### **Can you provide information about the status of the investigations?**

A professional investigator is moving ahead with investigations regarding each of the concern(s) raised. This is an ongoing matter, and we will continue to share information as expeditiously and transparently as we can while guaranteeing the integrity of the investigations and the privacy of those involved.

### **Why can't OSA share more information about the investigations?**

OSA is required by federal and state law to protect the privacy of students, families, and employees. Disciplinary action is required by law to be kept confidential.

### **What are OSA's policies and procedures regarding sexual misconduct?**

OSA will not tolerate sexual misconduct of any type. However, we are currently reviewing how the school can improve its policies and procedures regarding sexual misconduct. This

process involves an assessment of current training, policies and procedures and analysis of prior responses to reports of sexual misconduct by an outside consultant with expertise on this subject matter.

**Did the walkout lead to other issues on campus?**

Yes, there were incidents on campus the next day involving fights, bullying and harassment, including on social media. Some students did face disciplinary measures but have since returned to school.

**What are OSA's policies and procedures regarding bullying and harassment, particularly over social media.**

OSA is reviewing all of its policies regarding campus security and safety. We are committed to ensuring the safety of our student, staff and faculty and will continue to investigate all complaints regarding sexual violence, harassment, and bullying- including cyberbullying. We want to assure families that OSA is a safe place for your child to attend school. We also are working with experts in the field to ensure that school curriculum and culture addresses and acknowledges the troubled history of these types of allegations in our society, including violence against women, women of color, men of color, and the transgender community.

**What happens next?**

The most critical thing the school can do now is help affected students and families to heal from what became an emotionally draining few days. OSA will provide updates about changes to its policies and procedures, as well as other information as it becomes available. OSA's Board of Directors will schedule updates at its board meetings when new information becomes available. This set of questions and the website will be updated as necessary.