



August 9, 2018

The Pennsylvania Youth Congress Foundation Board of Directors:

We are in receipt of your letter of August 2, 2018 wherein you inform Equality Pennsylvania of alleged actions taken by our Interim Executive Director John Dawe and demand that his employment with us be terminated immediately. As you know, upon receipt of an identical letter from you, Mr. Dawe voluntarily resigned his position and terminated his employment with Equality Pennsylvania.

As for the balance of your letter, we have possession and control of all of our documents and other records. It will not be necessary for your organization to access or hold these materials.

In addition, we are conducting a thorough investigation into the alleged actions of Mr. Dawe. In light of your letter, we understand that you have certain information relating to the alleged actions, including the names and contact information of the alleged victims. We ask that you provide us with all information within your possession, custody, and control relating to these allegations, including any written statements. This will allow us to conduct a prompt and thorough investigation of the allegations you have made. If the allegations prove to be true, we will take appropriate and necessary steps as the circumstances warrant.

Equality Pennsylvania is an organization comprised of people who believe in a Commonwealth where all of us can live free from injustice and discrimination. Last year the board adopted a renewed set of core values which include fairness, equity, integrity, and transparency, and we're especially committed to adhering to these values during this time.

In closing, we thank you for bringing this to our attention and we will work with you and others to assure this issue has been fully and thoroughly investigated.

Signed,

The Board of Directors of the Equality Pennsylvania Family of Organizations

Tricia Dougherty
Kira Kinsman
Mason Lane
Don MacLeod