

March 22, 2021

Dear Friends,

As we have written to you over the past year, our community, not unlike those around the world, has weathered significant financial challenges alongside challenges of just about every other sort. We have also experienced some bright spots and one of those for our Foundation has been the receipt of federal loans for which we applied. We expect these loans will be fully forgiven in the not too distant future but until then we are required to comply with certain non-discrimination obligations under federal law.

Eagle's Nest Foundation has always made it a priority to ensure our participants, employees, and community members have been treated in a fair and nondiscriminatory manner. The changes required by these new to Eagle's Nest federal law obligations are primarily procedural and a formality to practices and policies already in place for our organization. To ensure that we are meeting the full intent of our federal obligations Eagle's Nest is implementing new additional policies to avoid any questions about our continued compliance with applicable law.

Effective immediately Eagle's Nest is implementing the following policies and procedures:

- Title IX Policy
- Title IX Grievance Procedures

These policies can be found [at this link](#) on our webpage and do not replace our current policies and procedures but serve to augment those already in place. We expect that these new policies and procedures will be in place only for the term of the federal loan. We will communicate with you again at the end of that period. In the meantime, if there are discrepancies between the policies listed above and Eagle's Nest's existing policies those should be resolved in favor of the policies above.

Title IX Coordinators:

Outdoor Academy Related: Glenn DeLaney, Director of The Outdoor Academy glenn@enf.org

Eagle's Nest Camp Related: Paige Lester-Niles, Eagle's Nest Camp Director paige@enf.org

Foundation Related: Andrea Haulk, Eagle's Nest Fdn. Human Resources Coordinator hr@enf.org

All may be reached at 828-877-4349 or at 43 Hart Rd., Pisgah Forest, NC 28768.

If you have questions please feel free to reach out to me at noni@enf.org.

Noni Waite-Kucera

Executive Director