



Active 20-30 United States and Canada, Inc.

Dear Alexandria & Cynthia,

Please see below our statement regarding your follow up questions on August 5, 2021.

Active 20-30 U.S. & Canada is a national service organization, made up of men and women in their 20's and 30's who have a passion for improving the lives of children in their communities. This volunteer run organization including its volunteer Board of Directors, pledged that abusive or potentially abusive behavior related to any Club member or Club activity would be thoroughly and zealously investigated and addressed. We have and will continue to put the safety of our membership as our top priority.

Active 20-30 U.S. & Canada hired a completely independent professional workplace and association investigator. Our organization found it critical that the investigation be done by dedicated professionals that were unaffiliated with Active 20-30 to remove any possibility of bias or unfairness.

Based on the findings of the investigator, the Board and Ad Hoc Committee, with the assistance of legal counsel and other professionals, determined that some members fell below the required standard of conduct for continued membership. Our code of conduct, which all members are required to follow to maintain membership, can be found in our bylaws [here](#).

The specific persons and actions reported in the investigation are confidential and, for the safety and well-being of our membership and those involved, will remain confidential.

The investigation resulted in an update and expansion to our harassment and sexual harassment policies, training on reporting harassment and sexual harassment, requirements for training of Board members, and all eight International Active 20-30 organizations adopting these or similar policies.

Our organization has come together during this tumultuous time to protect our members' safety, which in turn has brought us all together to further our dedication to our mission of supporting children. With our mission and members in mind, there is no place in Active 20-30 for harassment or impropriety of any kind to any person.

Ashley Corbett
Active 20-30 U.S. & Canada
National President 2021-2022

Tiffani Montgomery
Active 20-30 U.S. & Canada
Immediate Past National President 2020-2021