



GIA Publications, Inc.

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– Press Release –

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GIA Statement Regarding Internal Assessment

We extend our profound compassion to all of the survivors of predatory behavior. Such conduct is reprehensible and intolerable. As many of you know, GIA initiated an independent third-party inquiry and assessment by the law firm BakerHostetler in the aftermath of David Haas' well-documented misconduct.

We appreciate the music community's trust in GIA during what has been an extraordinarily difficult period. Out of challenge comes opportunity. We're optimistic that we can emerge stronger together, as a result of both the recent measures taken and the critical changes that still need to be implemented. We are hopeful that through these steps we can together help build a world that is safer and more compassionate for all.

Today we are sharing an update on the assessment and its recommendations, and sharing the directions and process that GIA has put in place both to root out unacceptable behavior and to equip us to take appropriate action in the future.

To this end, the firm's findings have made it clear that GIA must make additional decisions about our working relationships with others whose work we publish. Most notably, we have ended our publishing relationship with Paul Tate; his compositions will be removed from circulation.

We take solace in the fact that many of the new systems identified by the firm have already begun to serve their purpose. Our goal is to lead the communities we serve, and to learn from and model best practices throughout the publishing and religious communities. These include:

- Establishing a formal advisory board by April 1, 2021:
The board will include dispassionate and independent third-party experts either in full, or in conjunction with key representatives from across the sacred music community, to oversee a dedicated and tested process to document and assess claims on a confidential basis, determine whether they warrant further investigation, and recommend appropriate action resulting from any findings.
- Developing strict internal procedures within GIA to capture reports:
The advisory board will help develop and oversee a process by which any and all claims – even inferences of misconduct – are considered. However, our internal processes will make clear that such a handoff must go through a human resources professional (see below) and/or follow a stringent protocol to ensure nothing falls through the cracks, and also to provide support to potential survivors. We also will be updating our employee handbook to clearly document this process and other important initiatives.



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- Hiring or appointing a dedicated human resources specialist by February 1, 2021:
This individual will assist in implementing our behavioral misconduct processes and to serve as a vital resource to our employees – no matter the topic.

- Revising our Code of Conduct and contracts with composers by January 1, 2021:
GIA will establish clear, unequivocal, and uniform standards of behavior that will require composers' full participation and accountability, regardless of a composer's popularity or renown.

- Implement strategic planning for the organization as a whole, wherein:
 - processes for communications with composers are clearly defined and are directed through the appropriate channels within GIA,

 - management roles are clearly specified in order to ensure clarity and transparency on specific responsibilities across the organization, and

 - ensure there is a clear and specific separation of functions and departments within GIA.

GIA must and will be vigilant in ensuring these important measures do not become hindered by potentially vague rules, unnecessary processes, and inefficiency.

In the coming months, we will release more details, which build on the recommendations from the law firm, and which GIA will commit to enthusiastically implement. We also will actively maintain our close cooperation with Into Account, as they conduct their essential investigative inquiries on abuse allegations. We will continue to take prompt and decisive action if any misconduct allegations surface involving the composers we sponsor.

We will continue to provide updates on our progress moving forward and welcome your questions.

Founded in 1941, GIA Publications, Inc. is a family-owned company with more than 10,000 choral and instrumental editions in print, as well as hymnals, recordings, a licensing division, and a wide variety of music education resources. The esteemed choral publisher Walton Music became part of GIA in 2013 and World Library Publications (WLP) joined the GIA family in 2020. Our website is www.giamusic.com.

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