



January 7, 2021

Dear Elwyn Community,

We are speaking out in reaction to yesterday's unlawful demonstrations and assault on our nation's capital. As a nonprofit, human services organization, Elwyn's core values and higher purpose—embodied by a longstanding commitment to human rights—prohibits our silence on the matter.

We believe in democracy and in the rule of law. In addition, we embrace dissent, and the due process afforded by our nation's laws to rectify unfairness or inequity. Further, we believe that every citizen has the right to lawfully and responsibly appeal and seek change, or to overturn governmental action within the framework of our constitution and laws. We respect the right of every citizen to demonstrate against or to protest such unfairness or inequity, whether perceived or proven. We have witnessed peaceful demonstrations in objection to unfair treatment throughout our nation's history, including many protests over the summer as the Black Lives Matter marches and parades took place in cities across America.

Yesterday's events remind us of our belief that the foundation of our democratic republic rests on the unrestricted right (and privilege) of every citizen to vote. This privilege includes the duty of every citizen to accept and peacefully abide by the will of the majority. Therefore, we condemn the use of any forms of bigotry, deceit, deception, discrimination, force, intimidation or threats of violence to prevent the lawfully obtained will of a majority of the people from being achieved or implemented, or to disrupt any citizen from exercising his or her lawful right to vote.

The sorrow felt across the nation stemming from yesterday's events will have a lasting and personal impact. With that in mind, we remind you that Elwyn offers an Employee Assistance Program (EAP) which is a voluntary, professional, and confidential counseling service designed to help you and your immediate family members resolve a wide variety of personal issues. EAP is available to you 24/7. It is important to remember that these resources, including talking to an EAP counselor, are free and confidential. Elwyn never knows who called EAP or why.

With great personal regard, we are most sincerely,

Charles S. McLister, M.A., M.B.A.
President and Chief Executive Officer

Joseph E. Lundy, Esq.
Chair of the Board