

From Hogen Bays, Sensei & Chozen Bays, Roshi

To the Zen Studies Society Board of Directors and the Ordained Sangha at Dai Bosatsu Zendo,

We are writing to ask that Zen Studies Society and Dai Bosatsu Zendo take strong action regarding Eido Shimano. We strongly recommend that as soon as the new Abbot is installed, that both the Zen Studies Society and Dai Bosatsu Zendo formally disassociate themselves from Eido Shimano, as recommended by the Faithtrust Institute in their consultation, and not allow him any further teaching role under your auspices, or in your buildings.

We have heard first-hand the stories of several of the women that Eido Shimano sexually seduced and assaulted over the course of over thirty years. Their experiences and other accounts make it clear that:

- 1) Eido Shimano is a predatory sex offender (not an opportunist or someone who has wandered across boundaries once or twice).
- 2) Eido Shimano is untreated and unrepentant, his offending is ongoing, and therefore he presents a continued risk.
- 3) The decades of suffering caused by his behavior has been tremendous and far-reaching.
- 4) The women (and men) he has offended have not had a chance to receive the kind of witnessing of their stories and institutional support that could begin their healing. When they have approached the ZSS Board in the past, the response of the Board has led to further psychological trauma.
- 5) Because of the way his resignation and current events are unfolding, victims and their supporters have renewed and deep distrust that there will be any attempt at justice-making or restitution for his past wrongs, or any meaningful change in Eido Shimano's behavior in the future.

In other professions Eido Shimano's behavior would result in removal of a professional license (medicine, law and psychotherapy) and criminal and/or civil prosecution. Legal prosecution may still happen, particularly if current survivors feel that Zen Studies Society has not acted appropriately to prevent misuse of power and victimization in the future.

We cannot recommend strongly enough that ZSS and DBZ disassociate themselves completely from Eido Shimano, and specifically not let him use any of the ZSS or DBZ facilities for any purpose.

We also recommend that as soon as possible in the New Year the teachers, Board, ordained sangha, and membership of ZSS and DBZ receive at least three days of training specific to the issue of misuse of power by spiritual teachers (sexual, monetary, etc power) from people trained by the Faithtrust institute.

This is an organizational issue, and the entire organization needs to be educated to truly understand how serious these issues are and how to work together to prevent them in the future. The survivors, at the very least, deserve to see that the organization is making a credible effort towards education and prevention.

We also recommend a "Truth and Reconciliation" process similar to that in South Africa to help bear witness to the suffering, which is poignant and ongoing. Please also consider what can be done in the realms of justice-making and reparation for past wrongs. There are professionals who have been trained in these processes and could be of great assistance.

We wholeheartedly support the Zen Studies Society Board, Abbot Shinge Chayat and Genjo Marinello in beginning the New Year with Zen training centers that are dedicated to relieve, and not increase, the suffering of the world. Please let us know if we can be of any assistance as you go forward with this difficult but necessary task.

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