

President

Greg Lukianoff, Esq.
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Dear Mr. Lukianoff:

I write in response to your letter of August 2, 2004. I share your enthusiastic appreciation of the First Amendment and the need to guard vigorously the freedoms it ensures.

Your letter acknowledges that your understanding of the facts is based solely upon information provided to you by Professor Church. Since, according to the College's Complaint Resolution Process, I may ultimately have to judge this matter, I have



may pursue violations of these collective bargaining agreements according to grievance

procedures set forth in their contracts.

The Complaint Resolution Process happens also to serve as the College's grievance procedure for discrimination complaints alleging violations of Title IX, Title VI, the ADA, section 504, etc. However, complaints need not be limited to allegations of discrimination.

Rhode Island College recognizes the value of the "free marketplace of ideas" and does not seek to censor the speech of any member of the community except in the most unusual circumstances. From what I understand, Professor Church is not being

complained about for any remarks she may have made. Rather, an individual is concerned that Professor Church, in her capacity as an administrator of the College's cooperative preschool program, failed to respond appropriately to a complaint about one student/mother brought by another student/mother, by inter alia, seeking to censor a proposed discussion on the subject of racism.