

**MICHIGAN STATE**  
**U N I V E R S I T Y**

December 5, 2023

Haley Gluhanich, Program Officer *via Email: [haley.gluhanich@thefire.org](mailto:haley.gluhanich@thefire.org)*  
Campus Rights Advocacy  
FIRE  
510 Walnut Street, Suite 1250  
Philadelphia, PA 19106

**Re: Michigan State University Department of Entomology's  
Community Norms**

Dear Ms. Gluhanich:

I write in response to your October 23, 2023 letter to Dr. Chung in MSU's Department of Entomology regarding the Department's Community Norms. The University recognizes the legal principles set forth in your letter, but it disagrees that the Community Norms violate the First Amendment. The norms state the Department's values and goals toward the creation of a welcoming, supporting, and encouraging environment, and were developed in consultation with Department faculty. The norms do not provide for any adverse consequences in the event that faculty disagree or fail to honor them. According, the norms are consistent with First Amendment principles.

Please direct any future correspondence regarding this matter to me.

Sincerely,



Theresa Kelley  
Senior Associate General Counsel

cc: Hannah Burrack  
Professor and Chairperson, Department of Entomology



OFFICE OF THE  
**GENERAL COUNSEL**

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