

H. D.

RECEIVED SEP 29 2014



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Dear Professor Schmidt,

This letter acknowledges that Bergen Community College ("BCC") may have lacked basis to sanction you for your January 12, 2014 Google+ post of your daughter wearing a *Game of Thrones* t-shirt (the "Incident"). By sanctioning you as it did, BCC may have unintentionally erred and potentially violated your constitutional rights, including under the First Amendment to the U.S. Constitution.

Upon further reflection on this matter and in order to bring this issue to closure, BCC will strike and remove from your employment file any adverse record in connection with this Incident, including without limitation Mr. James Miller's January 16, 2014 email and Ms. Patti Bonomolo's January 24, 2014 email. Likewise, any penalty or restriction you may have suffered in connection with this Incident, including as set forth in Ms. Bonomolo's January 24, 2014 email, is hereby rescinded and acknowledged to be null and void. Part and parcel of this acknowledgement, the Incident shall not be considered in any future BCC decisions concerning your employment, including without limitation any decisions relating to promotion, sabbatical, compensation, or any future disciplinary proceeding. In sum, you will be in good standing with BCC as if the Incident never occurred, and BCC's records shall so reflect.

Lest there be any doubt, BCC recognizes and respects that you are free to exercise your constitutional rights, including your right to freedom of speech and expression, even to the extent that you may disparage BCC and/or its officials. Going forward, we ask simply that you abide by the rules, policies, and procedures that are generally applicable – to the extent consistent with constitutional and other legal commands – to all other members of BCC's faculty.

Bergen Community College

Date: September 29, 2014

By: Patti Bonomolo
Patti Bonomolo
Director of Human Resources