

October 1, 2021

Sent electronically to [REDACTED]

Turning Point USA, President

Sent electronically to [REDACTED]

**PERSONAL AND CONFIDENTIAL**

Regarding Case Number: [REDACTED]

Dear [REDACTED]

Please be advised that the College will be starting an investigation as to a possible violation(s) of the Code of Community Standards. The purpose of this letter is to summarize the nature of the allegations and to provide you and your organization with important information about what is expected of you and your organization during the investigative period.

It is alleged that on September 29, 2021, your organization may have violated the following policy(s):

1. **Bias Related Behavior:** Any behavior or activities including, but are not limited to, any violation of the Code of Community Standards motivated by a race, ethnicity, national origin, gender, gender identity, gender expression, genetic information, religion, political views, sexual orientation, age, sex, military or other uniformed service, disability or any other characteristic protected under applicable local, state, or federal law.
2. **Invasion of Privacy:** All forms of invasion of privacy including but not limited to the recording, filming, photographing, viewing, transmitting or producing the image or voice of another person without the person's knowledge and expressed consent while in an environment that is considered private or where there is a reasonable expectation of privacy.

Because of the serious nature of this incident, interim action has been put in place. Effective immediately your organization cannot host events on campus, this includes but is not limited to hosting programs, meetings and/or tabling. This interim action means that you are not permitted to book or reserve space on campus. Failure to comply with this interim action could result in additional sanctions, up to and including dismissal from the College. This action will be reviewed at the conclusion of the investigation.

At this point in time, you and your organization's responsibility for the reported violation(s) has not been determined. As soon as possible, interviews will be conducted with those individuals identified as having information pertaining to these allegations. Retaliation against anyone involved in the investigation is strictly prohibited and can result in an additional investigation with potential discipline up to and including removal from the College. If you believe that you have been retaliated against because of this investigation, please advise me immediately.

A meeting will be held with your organization's leadership to respond to the specific allegations and provide whatever additional information you have that may be pertinent to the investigation.

Please note, it is expected that you will keep what is discussed during our conversations confidential. This means you should not talk about the statements you make during the interview, with anyone. This does not, however, include your personal representative.

For more information on the code of Community Standards and College Policies please visit: <https://www.emerson.edu/departments/community-standards> If you need additional support resources please visit the [Emerson Concern Center](#).

Sincerely,



Julie Rothhaar-Sanders  
Director of Community Standards

@emerson.edu

CC: Erik Muurisepp, Assistant VP for Campus Life  
Jason Meier, Director Student Engagement and Leadership