



April 28, 2022

Interim President Kerri Durnell Schuiling  
Office of the President  
Northern Michigan University  
602 Cohodas Hall  
Marquette, Michigan 49855-5301

**URGENT**

*Sent via U.S. Mail and Electronic Mail (nmupres@nmu.edu)*

Dear President Schuiling:

The Foundation for Individual Rights in Education (FIRE), a nonpartisan nonprofit dedicated to defending liberty, freedom of speech, due process, academic freedom, legal equality, and freedom of conscience on America's college campuses, is concerned by Northern Michigan University's charges against student Dominick Dotson for emailing a survey concerning student mental health to NMU's student body. Dotson's email did not violate any NMU policy and may not under the First Amendment form the basis for university discipline. NMU also has a documented history of unlawfully censoring students who discuss mental health issues on campus and was recently subject to a binding agreement with the United States Department of Justice committing itself not to suppress student speech on this topic.<sup>1</sup>

We therefore call on NMU to rescind immediately all disciplinary charges against Dotson, recommit to protecting speech about mental health on campus, and ensure that any policies that might chill speech on this topic are content-neutral as written and applied.

**I. NMU Suspends Dotson for Sending a Survey to Students**

The following is our understanding of the pertinent facts. We appreciate that you may have additional information to offer and invite you to share it with us. To these ends, please find enclosed an executed privacy waiver authorizing you to share information about this matter.

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<sup>1</sup> SETTLEMENT AGREEMENT BETWEEN THE UNITED STATES OF AMERICA AND NORTHERN MICHIGAN UNIVERSITY UNDER THE AMERICANS WITH DISABILITIES ACT, (Oct. 18, 2018), *available at* <https://www.documentcloud.org/documents/5024397-Northern-Michigan-University-United-States.html>.

Dominick Dotson is a student at Northern Michigan University. Dotson objected to an April 5 email from your office regarding an NMU student's death, which provided information on university student mental health services.<sup>2</sup>

On April 6, Dotson asked the NMU Student Government for assistance sending out an anonymous survey asking NMU students for feedback about university mental health resources.<sup>3</sup> The Student Government directed him to the IT Computing Helpdesk, which recommended he seek permission from the Dean of Students.<sup>4</sup> Dotson then asked Assistant Vice President and Dean of Students Christine Greer for permission to send out the survey, and she directed him to NMU's "Human Subjects in Research" page but noted: "You would need to go through the Institutional Review Board for human subject research. Surveys are never sent to the entire student body. The IRB determines the percentage of students that should receive it."<sup>5</sup> Later that day, Dotson discovered a way to email all NMU students and sent them a Google Forms survey requesting anonymous feedback on NMU mental health facilities.<sup>6</sup> He received more than 600 responses.

On April 7, Greer temporarily suspended Dotson for "alleged Student Code violations on April 6, 2022."<sup>7</sup> At a meeting between Greer and students concerned about Dotson's suspension on April 12, she claimed Dotson caused "a disruption" by sending his survey without IRB approval, and could have potentially caused "ongoing disruption" by continuing to send out surveys, which was an "emergency situation" that justified temporary suspension because NMU administrators "have to make it stop."<sup>8</sup> Greer told the students "a lot of students were very upset" after having read the survey and "that their email address was out there, because some students have their email addresses blocked."<sup>9</sup>

Greer asked the students how Dotson was able to send out his survey. The students explained how all NMU students have access to a course catalog with course registration numbers, each of which functions as a listserv for every student enrolled in that course when typed into the recipient line of NMU student email.<sup>10</sup> He was thus able to email all NMU students by copying all course numbers from the NMU course catalog into his email.<sup>11</sup> Greer conceded NMU did not know it was possible to send emails using Dotson's method.<sup>12</sup> She then claimed Dotson violated NMU's Human Subject Research policy because his survey "asked humans questions"

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<sup>2</sup> Email thread between Dotson and Kerri Durnell Schuiling, Interim NMU President (Apr. 5, 2022) (on file with author).

<sup>3</sup> Email thread between Dotson and Bethany Beavers, President, Associated Students of NMU (Apr. 6, 2022) (on file with author)

<sup>4</sup> Email thread between Dotson and NMU IT Computing HelpDesk (Apr. 6, 2022) (on file with author).

<sup>5</sup> Email thread between Dotson and Greer (Apr. 6, 2022) (on file with author).

<sup>6</sup> Dotson, *Anonymous Mental Health Survey*, GOOGLE FORMS (Apr. 6, 2022) (on file with author).

<sup>7</sup> Temporary Suspension Notice from Greer to Dotson (Apr. 7, 2022), *available at* <https://www.dropbox.com/s/gonjq4f9yahacz4/Temporary%20Suspension%20Letter%20-%20Redacted%20.jpg?dl=0> [<https://perma.cc/U564-ABR2>].

<sup>8</sup> Audio recording of meeting between Greer and concerned students (Apr. 12, 2022) (on file with author).

<sup>9</sup> *Id.*

<sup>10</sup> *Id.*

<sup>11</sup> *Id.*

<sup>12</sup> *Id.*

despite the asserted fact that “all surveys need to be vetted by IRB, [which] has to give approval.” On these bases, Greer stated “sending out a survey to the student body [without IRB approval] warrants . . . an interim suspension.”<sup>13</sup>

On April 14, NMU charged Dotson with three violations of Compliance with University Policy: (1) Acceptable Use, (2) Human Subject Research Policy, and (3) Compliance with Official Requests.<sup>14</sup> NMU alleged Dotson “sent out a survey to 4,631 unique NMU email addresses, including 4116 enrolled students, 6 underage users, and 2 users with a privacy flag, via [his] NMU email address,” “sent out a survey to human subjects in violation of the University’s Human Subject Research Policy,” and “sent out surveys to NMU students without consulting the Institutional Research Board, after receiving instructions from Dean of Students Dr. Christine Greer that [he] must do so.”<sup>15</sup> NMU informed Dotson that a disciplinary hearing will be held at an unspecified date after the semester ends on April 30.<sup>16</sup>

NMU shut off Dotson’s access to email immediately upon issuing its temporary suspension on April 6, but has since restored access and allowed him to remain in university housing and retain access to campus and classes. However, Dotson remains banned from “all other university activities or privileges for which the student might otherwise be eligible” per the terms of his temporary suspension.<sup>17</sup>

## II. NMU May Not Punish Dotson for Sending His Survey

Dotson’s survey is protected political expression under the First Amendment and did not violate any NMU policy. NMU’s IRB policy excludes his unscientific student survey requesting anonymous feedback on the university’s mental health facilities. Also, his survey did not violate NMU’s Acceptable Use policy because it did not severely disrupt or impair the functionality of NMU’s informational technology systems or invade any student’s privacy. Additionally, Dotson’s act posed no direct threat or ongoing disruption to NMU warranting a temporary suspension, which must be rescinded as an unjustified interim punishment.

### A. *The First Amendment Protects Student Discussion of Public Issues.*

Dotson’s survey asking fellow students their opinions on NMU’s mental health facilities is speech on a matter of public concern that, as a public university bound by the First Amendment, NMU may punish on the grounds it has asserted.<sup>18</sup> “Speech deals with matters of

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<sup>13</sup> *Id.*

<sup>14</sup> Disciplinary Charges Notice from NMU Dean of Students Office to Dotson (Apr. 14, 2022) (on file with author).

<sup>15</sup> *Id.*

<sup>16</sup> NMU, *Academic Calendar* (Winter Semester 2022), <https://nmu.edu/registrar/academiccalendar> [<https://perma.cc/HKK3-TYTA>].

<sup>17</sup> NMU, *Student Handbook*, §2.7.07 Temporary Suspension (revised July 31, 2022), <https://nmu.edu/policies/1070> [<https://perma.cc/JG3Z-QDHA>].

<sup>18</sup> *Healy v. James*, 408 U.S. 169, 180 (1972) (“[T]he precedents of this Court leave no room for the view that, because of the acknowledged need for order, First Amendment protections should apply with less force on college campuses than in the community at large. Quite to the contrary, ‘the vigilant protection of constitutional freedoms is nowhere more vital than in the community of American schools.’”) (internal citation omitted).

public concern when it can be fairly considered as relating to any matter of political, social, or other concern to the community.”<sup>19</sup> The First Amendment’s robust protection for issues of public concern reflects our “profound national commitment to the principle that debate on public issues should be uninhibited, robust, and wide-open.”<sup>20</sup> In ruling that the First Amendment protects protesters advancing unsettling and controversial political messages, the Court reiterated this fundamental principle, remarking that “[a]s a Nation we have chosen . . . to protect even hurtful speech on public issues to ensure that we do not stifle public debate.”<sup>21</sup>

Considering NMU’s previous reluctance to end its long-standing ban on students discussing thoughts of self-harm,<sup>22</sup> and the recent death of a student prompting your office’s email reminding students of university mental health facilities, Dotson’s survey constitutes “pure speech”<sup>23</sup> squarely addressing an issue of profound importance to the NMU community. Accordingly, it may not be punished by NMU.

### ***B. NMU’s IRB Policy Does Not Apply to Dotson’s Survey.***

NMU improperly cited Dotson’s failure to seek IRB approval for his survey as grounds to punish him, because Greer’s imposition of that requirement misinterprets what qualifies as “human subjects research” that requires such approval under university policy and federal law. Specifically, IRB approval is required under NMU’s Human Subject Research Policy only for “research,” defined by federal law as “systematic investigation including research development, testing and evaluation, designed to develop or contribute to generalizable knowledge.”<sup>24</sup> “[A] project or study is research if it: is conducted with the intention of drawing conclusions that have some general applicability and uses a commonly accepted scientific method.”<sup>25</sup> An unscientific student survey seeking a “random collection of information about individuals that has no general applicability is not research.”<sup>26</sup>

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<sup>19</sup> *Snyder v. Phelps*, 562 U.S. 443, 453 (2011).

<sup>20</sup> *N.Y. Times Co. v. Sullivan*, 376 U.S. 254, 270 (1964).

<sup>21</sup> *Snyder*, 562 U.S. at 461.

<sup>22</sup> See FIRE, *Northern Michigan University: Ban on Students Discussing Self-Harm with Peers* (last visited Apr. 21, 2022), <https://www.thefire.org/cases/northern-michigan-university-ban-on-students-discussing-self-harm-with-peers> (describing NMU’s practice of threatening students with disciplinary action if they shared “self-destructive” thoughts with other students, resulting in a U.S. Department of Justice investigation and settlement); SETTLEMENT AGREEMENT, *supra* note 1.

<sup>23</sup> Mass emails and surveys are forms of expression protected by the First Amendment. *E.g.*, *Rodriguez v. Maricopa Cty. Cmty. Coll. Dist.*, 605 F.3d 703, 710 (9th Cir. 2009) (finding that a professor’s emails over campus listservs are “pure speech” and “the effective equivalent of standing on a soap box in a campus quadrangle and speaking to all within earshot.”); *Dean v. Timpson Indep. Sch. Dist.*, 486 F. Supp. 302, 305 (E.D. Tex. 1979) (finding that a teacher’s nondisruptive class survey dealing with “a number of social issues the use of mind-altering drugs, euthanasia, artificial reproductive methods, and organ transplants to prolong life” was protected by the First Amendment).

<sup>24</sup> NMU, *Institutional Review Board Human Subjects Research Policy Manual*, at 8 (revised Mar. 31, 2022), <https://tinyurl.com/mwnmvzp9> [<https://perma.cc/8YRS-WTVS>].

<sup>25</sup> U.S. Department of Health & Human Services, Office of Research Integrity, *ORI Introduction to RCR: Chapter 3. The Protection of Human Subjects*, at Definition (last visited Apr. 21, 2022), <https://tinyurl.com/2zchv2um> [<https://perma.cc/3Y8X-KC3J>].

<sup>26</sup> *Id.*

Dotson’s survey asking fellow students their opinions about NMU’s mental health facilities fails to meet the definition of “research” under NMU policy, federal regulatory guidance, and common sense. Dotson used no scientific method, and the responses would not have yielded the kind of generalizable knowledge that is the hallmark of scientific research. Rather, the survey results inform Dotson’s understanding of student attitudes about campus mental health services, and he sought to use the results to petition administrators regarding improvements to NMU mental health resources. Further, the students that answered Dotson’s survey were not test subjects of a representative sample, and Dotson had no intention of using this data to develop any scientific theory or draw any conclusions applicable to individuals other than the students participating in the survey. Rather, his survey falls squarely within the classification of “random collection of information about individuals that has no general applicability,” and contains no “systematic investigation” or scientific method that would implicate the kinds of ethical issues IRBs are intended to address.

Accordingly, any failure to adhere to Greer’s request to get IRB approval—when none was necessary—cannot legitimately constitute refusal to comply with an official request, because the request was premised on incorrect information. Dotson’s “failure” in this regard thus cannot be used to punish him.

### *C. NMU’s Acceptable Use Policy is Inapplicable to Dotson’s Survey.*

NMU also improperly charged Dotson with violating its Acceptable Use Policy. While that policy allows NMU to punish students that “intentionally develop or use programs that . . . obstruct or disrupt use, or that attempt to damage, alter, or infiltrate” IT systems,<sup>27</sup> there is no evidence showing Dotson’s survey disrupted—or even affected—NMU’s computing systems. It strains credulity to suggest that a survey generating only about 600 responses from roughly 7,600 students over two days would impact let alone disrupt the integrity of a system NMU spends tens of millions of dollars to maintain.<sup>28</sup> Additionally, NMU’s failure to respond to the survey until a full day after its release casts doubt that it impacted operations so severely and substantially as to warrant university discipline.

Nor may NMU seriously contend that Dotson violated the Acceptable Use Policy by invading the privacy of NMU students.<sup>29</sup> Dotson used course reference numbers, available to every NMU student, to email fellow students. Employing this method, he was not able to access individual email addresses—only course numbers—and thus could not have shared any private information, given that he didn’t have access to private information in the first place. Finally, because all responses to his survey were anonymous, there were no privacy interests implicated by students responding to Dotson’s survey. NMU cannot assert any institutional

<sup>27</sup> NMU, *Acceptable Use Policy* (revised Sept. 20, 2021), <https://nmu.edu/policies/719> [<https://perma.cc/S7B3-ASPP>].

<sup>28</sup> NMU, *Approved General Fund Operating Budget* (Fiscal Year 2021-22), <https://tinyurl.com/yckr78np> [<https://perma.cc/6USR-LFUP>] (listing more than \$36 million in expenses for “Supplies, materials, support of designated operations and services,” “Equipment, library acquisitions, reserves and maintenance,” and “Utilities”).

<sup>29</sup> *Acceptable Use Policy*, *supra* note 27.

interest, or the advancement of one, in these regards that can constitutionally permit it to punish Dotson.

*D. NMU May Not Punish Dotson Over Administrators' or Students' Reactions to His Survey.*

The First Amendment also bars NMU from punishing Dotson on the ostensive ground that his survey “upset,” offended, or embarrassed students or university administrators, as such viewpoint- or content-based punishment violates Dotson’s free speech rights. The Supreme Court has repeatedly, consistently, and clearly held expression may not be restricted on the basis that others find it to be offensive. This core First Amendment principle is why the authorities cannot outlaw burning the American flag,<sup>30</sup> punish the wearing of a jacket emblazoned with the words “Fuck the Draft,”<sup>31</sup> penalize cartoons depicting a pastor losing his virginity to his mother in an outhouse,<sup>32</sup> or disperse civil rights marchers out of fear that “muttering” and “grumbling” white onlookers might resort to violence.<sup>33</sup>

This principle applies with particular strength to universities, dedicated to open debate and discussion. Take, for example, a student newspaper’s uses of a vulgar headline (“Motherfucker Acquitted”) and a “political cartoon . . . depicting policemen raping the Statue of Liberty and the Goddess of Justice.”<sup>34</sup> These words and images—published at the height of the Vietnam War—were no doubt deeply offensive to many at a time of deep polarization and unrest. Yet, “the mere dissemination of ideas—no matter how offensive to good taste—on a state university campus may not be shut off in the name alone of ‘conventions of decency.’”<sup>35</sup> Opinions about the university’s mental health services maybe equally controversial but no less protected.

The First Amendment’s prohibition on viewpoint discrimination also limits the power of public educational institutions to restrict access to their resources for expressive purposes.<sup>36</sup> The government “must abstain from regulating speech when the specific motivating ideology

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<sup>30</sup> *Texas v. Johnson*, 491 U.S. 397, 414 (1989) (burning the American flag was protected by the First Amendment, the “bedrock principle underlying” the holding being that government actors “may not prohibit the expression of an idea simply because society finds the idea itself offensive or disagreeable”).

<sup>31</sup> *Cohen v. California*, 403 U.S. 15, 25 (1971).

<sup>32</sup> *Hustler Magazine, Inc. v. Falwell*, 485 U.S. 46, 50 (1988).

<sup>33</sup> *Cox v. Louisiana*, 379 U.S. 536, 557 (1965).

<sup>34</sup> *Papish v. Bd. of Curators of the Univ. of Mo.*, 410 U.S. 667, 667–68 (1973).

<sup>35</sup> *Id.* at 669.

<sup>36</sup> *Christian Legal Soc’y Chapter of the Univ. of Cal. v. Martinez*, 561 U.S. 661, 667–68 (2010) (“[T]his Court has emphasized that the First Amendment generally precludes public universities from denying student organizations access to school-sponsored forums because of the groups’ viewpoints.”); *Good News Club v. Milford Cent. Sch.*, 533 U.S. 98, 103 (2001) (finding that a public school policy of denying access to facilities to any group “for religious purposes” was unconstitutional viewpoint discrimination when applied to a private Christian organization seeking to use the space for religious activities); *Lamb’s Chapel v. Ctr. Moriches Union Free Sch. Dist.*, 508 U.S. 384, 386 (1993) (finding that a public school’s refusal to allow a local church to use school facilities to show a film series advocating “Christian family values” because the film was “church related” was unconstitutional viewpoint discrimination); see also *Padgett v. Auburn Univ.*, No. 3:17-CV-231-WKW, 2017 U.S. Dist. LEXIS 74076, at \*3 (M.D. Ala. Apr. 18, 2017) (granting preliminary injunction against public university cancellation of speech because anticipated protests against speaker was not a permissible content-neutral basis to deny access to university facilities under the First Amendment).

or the opinion or perspective of the speaker is the rationale for the restriction.”<sup>37</sup> When regulations or authorities target “not subject matter but particular views taken by speakers on a subject,” the violation of expressive rights “is all the more blatant.”<sup>38</sup>

NMU’s drastic imposition of an interim suspension on Dotson once it discovered his survey—imposed before affording him a hearing—suggests it was embarrassed by the criticism implicit in the survey, which questioned the sufficiency of the university’s mental health resources. Also, if NMU’s punishment of Dotson reflects, as Greer claims, that “a lot of students were very upset by getting that survey,” that is not a proper justification for punishing Dotson, because recipients’ reaction to speech is an impermissible basis for restricting or punishing it.<sup>39</sup> To the extent that NMU seeks to punish Dotson because students or administrators were offended by his survey, such discipline is foreclosed by the First Amendment’s protection for subjectively offensive expression.

### *E. NMU’s Temporary Suspension of Dotson is Unjustified.*

Suspending a student without a hearing is generally a violation of the student’s due process rights.<sup>40</sup> Interim suspensions—drastic measures permissible only to address immediate and ongoing threats to university operations—are proper only in extremely limited circumstances defined by university policy and due process. Dotson’s conduct is far from the type of emergency situation that necessitated interim punishment.

According to the NMU Student Code, the university may impose a temporary suspension “only . . . if the respondent poses an ongoing threat of disruption of, or interference with, the normal operations of the University.”<sup>41</sup> This reflects Supreme Court precedent limiting educational institutions’ authority to impose interim punishments on only those students posing a “continuing danger to persons or property or an ongoing threat of disrupting the academic process,” where exigent circumstances require dispensing with the “necessary notice and rudimentary hearing” due process demands before punishment.<sup>42</sup> Without “an objectively reasonable . . . threat to [the] safety of . . . campus sufficient to warrant an emergency suspension,” interim punishments are inappropriate.<sup>43</sup>

Greer claimed Dotson caused a “disruption” to the university and created an “emergency situation” by sending his survey because NMU administrators “have to make it stop,” yet she

<sup>37</sup> *Rosenberger v. Rector & Visitors of the Univ. of Va.*, 515 U.S. 819, 829 (1995).

<sup>38</sup> *Id.*

<sup>39</sup> See *Forsyth Cty. v. Nationalist Movement*, 505 U.S. 123, 134 (1992) (“Listeners’ reaction to speech is not a content-neutral basis for regulation. . . . Speech cannot be financially burdened, any more than it can be punished or banned, simply because it might offend a hostile mob.”).

<sup>40</sup> *E.g.*, *Wells v. Columbus Tech. Coll.*, 2013 U.S. App. LEXIS 4022, 5–6 (11th Cir. 2013) (citing *Castle v. Appalachian Tech. Coll.*, 631 F.3d 1194, 1200 (11th Cir. 2011) (“depriving a public school student of a pre-suspension hearing constitutes a violation of due process”).

<sup>41</sup> *Student Handbook*, *supra* note 17 (emphasis added).

<sup>42</sup> *Goss v. Lopez*, 419 U.S. 565, 582–83 (1975).

<sup>43</sup> *Barnes v. Zaccari*, 669 F.3d 1295, 1306 (11th Cir. 2012) (finding that university president’s interim punishment of student for political collage critical of the president violated due process because the university’s delayed reaction to the alleged threat, lack of evidence that collage was threatening, and failure to involve law enforcement demonstrated that there was no threat or emergency).

did not explain how his survey caused such a severe and detrimental impact to NMU to justify a temporary suspension. There is no indication NMU's IT systems were impacted at all, let alone in a manner that "poses an ongoing threat of disruption of, or interference with, the normal operations of the University."<sup>44</sup> As such, Dotson's survey is a far cry from any emergency or ongoing threat requiring interim disciplinary action.

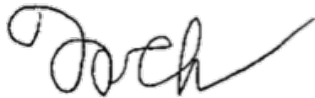
Troublingly, NMU's temporary suspension remains in effects *weeks* after this incident, despite no pressing exigency requiring this continued punishment. Even if Dotson's survey temporarily disrupted NMU's network (which it did not), the fact that the university quickly restored Dotson's email access indicates NMU understands there is no *ongoing* disruption that would necessitate the continued deprivation of Dotson's right to access his email or other university resources. NMU must either provide sufficient reasons for why Dotson remains suspended or rescind this punishment immediately.

### **III. Conclusion**

NMU may not punish Dotson for emailing students a survey that violated no university policies merely because students or administrations were upset or embarrassed by it. This heavy-handed disciplinary measure is all the more concerning given NMU's troubled history of punishing students for discussing mental health issues.<sup>45</sup>

Given the urgent nature of this matter, we request receipt of a response to this letter no later than the close of business on Wednesday, May 4, 2022, confirming that NMU rescinded its temporary suspension of Dotson and all disciplinary charges against him.

Sincerely,



Zachary Greenberg  
Senior Program Officer, Individual Rights Defense Program

Cc: Christine Greer, Assistant Vice President and Dean of Students  
Kash Dhanapal, Assistant Dean of Students

Encl.

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<sup>44</sup> *Student Handbook*, *supra* note 17.

<sup>45</sup> See *Northern Michigan University: Ban on Students Discussing Self-Harm with Peers*, *supra* note 21; SETTLEMENT AGREEMENT, *supra* note 1.



## **Authorization and Waiver for Release of Personal Information and Request for FERPA Records**

This is an authorization for the release of records and information, as well as a request for records, under the Family Educational Rights and Privacy Act (20 U.S.C. § 1232g) and its applicable regulations (particularly 34 CFR § 99.30).

I, Dominick Franklin Allen Dotson, born on ██████████, do hereby authorize Northern Michigan University (the “Institution”) to release to the Foundation for Individual Rights in Education (“FIRE”) any and all information concerning my current status, disciplinary records, or other student records maintained by the Institution, including records which are otherwise protected from disclosure under the Family Educational Rights and Privacy Act of 1974. I further authorize the Institution to engage FIRE’s staff members in a full discussion of all matters pertaining to my status as a student, disciplinary records, records maintained by the Institution, or my relationship with the Institution, and, in so doing, to fully disclose all relevant information. The purpose of this waiver is to provide information concerning a dispute in which I am involved.

I have reached or passed 18 years of age or I am attending an institution of postsecondary education.

In waiving such protections, I am complying with the instructions to specify the records that may be disclosed, state the purpose of the disclosure, and identify the party or class of parties to whom disclosure may be made, as provided by 34 CFR 99.30(b)(3) under the authority of 20 U.S.C. § 1232g(b)(2)(A).

**Records requested under FERPA:** I request access to and a copy of all documents defined as my “education records” under 34 CFR § 99.3, including without limitation:

- A complete copy of any files kept in my name in any and all university offices;
- any emails, notes, memoranda, video, audio, or other material maintained by any school employee in which I am personally identifiable;
- any and all phone, medical or other records in which I am personally identifiable; and
- the log of requests for and disclosures of my education records, as required by 34 CFR § 99.32(a).



I also hereby consent that FIRE may disclose information obtained as a result of this authorization and waiver, but only the information that I authorize.

DocuSigned by:  
  
\_\_\_\_\_  
Student's Signature

4/27/2022  
\_\_\_\_\_  
Date