



GEORGETOWN LAW

William M. Treanor
Dean and Executive Vice President
Paul Regis Dean Leadership Chair

June 2, 2022

Ilya Shapiro
Executive Director
Georgetown Center for the Constitution

Via email

Dear Mr. Shapiro,

The Office of Institutional Diversity, Equity, and Affirmative Action (“IDEAA”) and the Department of Human Resources (“HR”) have concluded their reviews of whether communications posted to social media by you violated University policies. IDEAA and HR both found that your comments had a significant negative impact on the Georgetown Law community, including current and prospective students, alumni, staff, and faculty.

Because you were a third party and not an employee at the time you posted the comments on Twitter, IDEAA made no determination as to whether your actions violated IDEAA policies on Equal Opportunity and Non-Discrimination in Employment and Education, and the Policy Statement on Harassment (Relating to Protected Categories). However, IDEAA has significant concerns about the way in which you expressed yourself, in that it “could have the effect of limiting Black women students’ access to courses taught by [you] and undermine Georgetown Law’s commitment to maintain inclusive learning and working environments.” Consistent with IDEAA’s Grievance Procedures to Investigate Allegations of Discrimination and Harassment, IDEAA referred this matter to me with recommendations for measures to address the impact of your comments and to prevent the recurrence of offensive conduct based on race, gender, and sex.

Similarly, because you were not an employee at the time of the tweets, HR did not make a finding as to whether you violated HR Policy #401 on Professional Conduct. However, HR also has serious concerns that your pre-employment conduct could negatively impact your ability to perform your responsibilities at work. HR also provided me with recommendations given the impact of your comments on the Law Center community.

I want to remind you of some of Georgetown's core values. Georgetown is committed to providing a safe and inclusive environment for all members of our community to work and study, free from harassment and discrimination, and takes violations of its policies on Equal Opportunity and Non-Discrimination in Employment and Education, and the Policy Statement on Harassment (Relating to Protected Categories) seriously. Georgetown also expects its employees "to behave in a professional, business-like manner at work, on University premises, and whenever representing the University. Employees are accountable for behavior outside of work that has a negative impact on the individual's ability to perform his/her responsibilities at work," as provided in HR Policy #401 on Professional Conduct. Georgetown is also committed to free and open inquiry, as set forth in the University's Speech and Expression Policy.

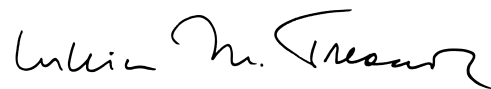
After considering recommendations from IDEAA and HR as to appropriate actions, I want to set the following expectations:

- 1) As a member of Law Center staff and the Executive Director of the Georgetown Center for the Constitution, you are, in partnership with the Faculty Director, responsible for strategic planning, Center program and events development, fundraising, teaching, scholarship, and external relations, including promoting the Center's mission, teaching, scholarship, and advocacy. In this role you are responsible for designing, managing and communicating effectively about Center initiatives, programs and events, and working with multiple diverse stakeholders. Given the multi-faceted nature of your role and the expectation that you will interact with many different constituencies as you direct the Center, including students, alumni, faculty, staff, and donors, communicating carefully and thoughtfully is critical to developing good relationships with stakeholders, and hence to success as the Executive Director for the Center. I expect you will communicate in a professional manner in your role.
- 2) I appreciate that you told University investigators that you would seek Georgetown PR guidance on how to best advance communications in your role at the Center. Going forward, we encourage you to work closely with your supervisor to ensure that your communications and social media interactions related to your role at Georgetown are professional and comply with our University policies. The Law Center communications team is also available to you as a resource.
- 3) Any course that you might teach will be subject to the standard Office of Academic Affairs review process.
- 4) I ask that you make yourself available to meet with student leaders concerned about your ability to treat students fairly.

- 5) You will participate this summer in a training program which will be required of senior staff, including Center Directors, which will include programming on implicit bias, cultural competence, and non-discrimination.
- 6) You are expected to comply with University policies relating to non-discrimination, anti-harassment, and non-retaliation, as well as professional conduct, and will, like any other employee, be subject to disciplinary action for any violations.
- 7) Today will be your last day on administrative leave with pay, and you will begin your duties tomorrow.

In closing, I remind you of this language in your offer letter: “I invite you, as a new Georgetown University employee, to learn more about the rich traditions embodied in the Mission of the University: our belief that diversity promotes understanding, our intellectual openness, our international character and our commitment to the principles of lifelong self-reflective learning, responsible community membership, the common good and generous service to others.” It is my expectation that you will embrace these principles.

Sincerely,

A handwritten signature in black ink, appearing to read "William M. Treanor". The signature is fluid and cursive, with a large, sweeping flourish at the end.

William M. Treanor
Dean and Executive Vice President
Paul Regis Dean Leadership Chair