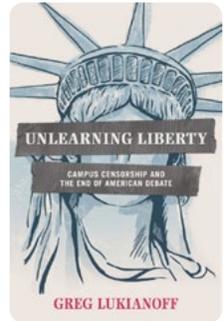
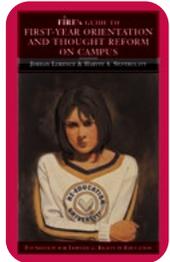


# 20 YEARS

# FIRE

Foundation for Individual Rights in Education

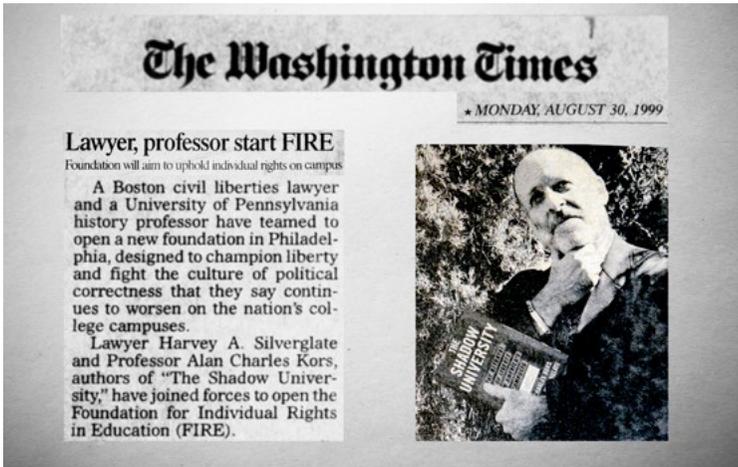


1999 2000 2001 2002 2003

2004 2005 2006 2007

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**APRIL 1999: THE FIGHT BEGINS**

In April 1999, Alan Charles Kors and Harvey Silverglate founded FIRE to defend individual rights and promote civil liberties on campus. Over the years, with your support, we have marked considerable success in that endeavor and this past year was no different. Our defense and policy work secured important gains, we expanded our outreach initiatives, we celebrated increased public awareness of our work, and so much more. This report offers a chance to look back on these accomplishments and highlights from our 20-year history.

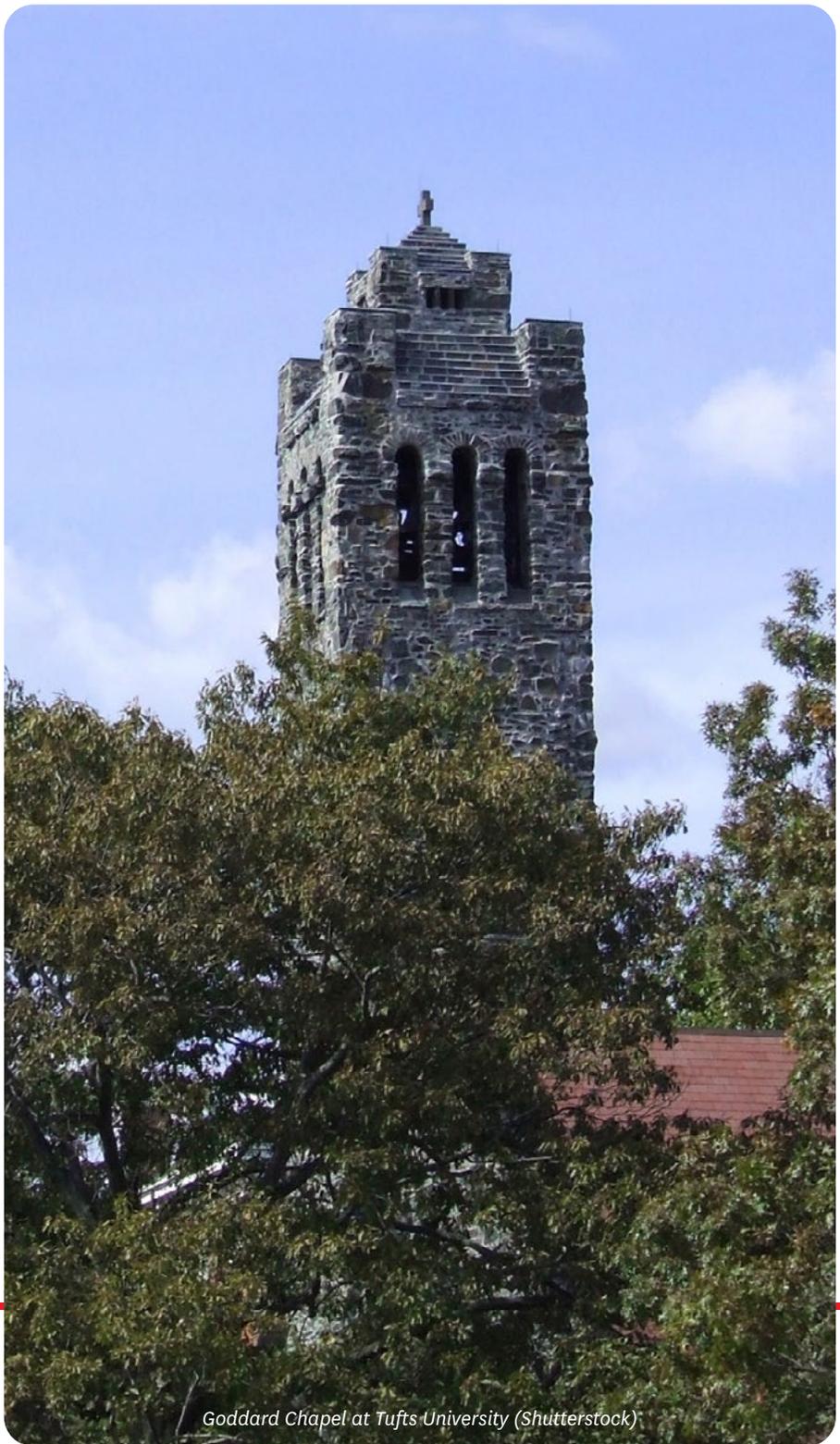
As FIRE enters its third decade, our success will provide the foundation for the continuing fight for campus freedom. Despite serious challenges, we remain committed to the mission that sparked our founding and energized to build on progress we've already made together.

## **MAY 2000: DEFENDING INDIVIDUALS**

In May 2000, FIRE celebrated one of our very first public defense victories, and it was a big one. With a staff of only four people, FIRE worked tirelessly on behalf of the Tufts Christian Fellowship, which was denied recognition by the Tufts University student government because of its viewpoints. The group came to FIRE for help, and we coordinated a national campaign that included letters to the Tufts administration and student government as well as a petition signed by over 150 faculty members nationwide.

Nearly twenty years after that victory, and with a staff ten times the size, FIRE is still fighting on behalf of individuals and groups facing campus injustice. In the last year, our Individual Rights Defense Program coordinated dozens of successful campaigns, including ones on behalf of:

- A University of California, Davis professor threatened with termination for years-old comments he posted on social media about law enforcement
- A Williams College student group denied recognition for their pro-Israel stance
- A University of California, Los Angeles chapter of Young Americans for Freedom facing high security fees for wanting to host a “controversial” campus speaker
- A University of Louisville professor reprimanded for sending emails to colleagues that lacked “collegiality”
- University of Southern California student journalists barred from taking notes at or recording a town hall meeting focused on the hiring of a new college president

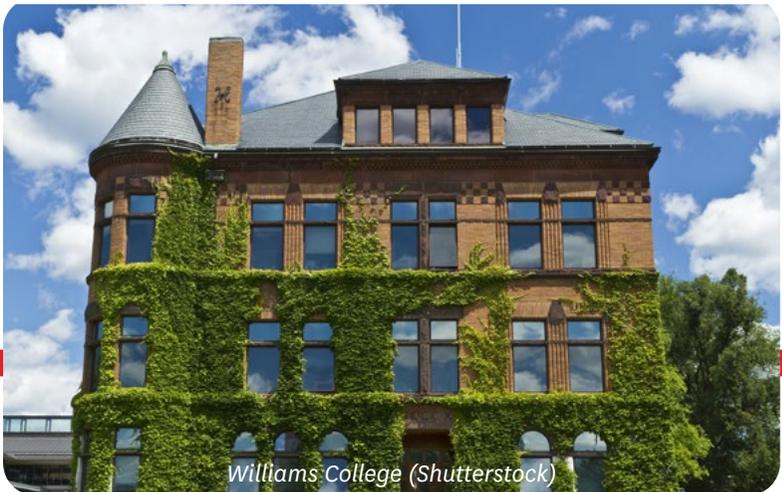


*Goddard Chapel at Tufts University (Shutterstock)*

FIRE is still fighting for student groups denied recognition on the basis of their beliefs. Last fall, we celebrated a hard-fought victory in our challenge against a University of Rhode Island (URI) student government policy that allowed student senators to deny funding to organizations they perceived as having a religious mission or supporting a political candidate. FIRE intervened on behalf of a coalition of student organizations—including the College Democrats and Republicans and the URI campus chapters of BridgeUSA, the ACLU, and Students for Sensible Drug Policy—that had been denied student activity fee funding under this unconstitutional policy. As a result of our persistent advocacy, the policy was reversed and the groups were recognized.

**“... We are thankful to FIRE for supporting a group of students whose voice has been actively suppressed.”**

*Student Members of the Williams Initiative for Israel*



**1,000**

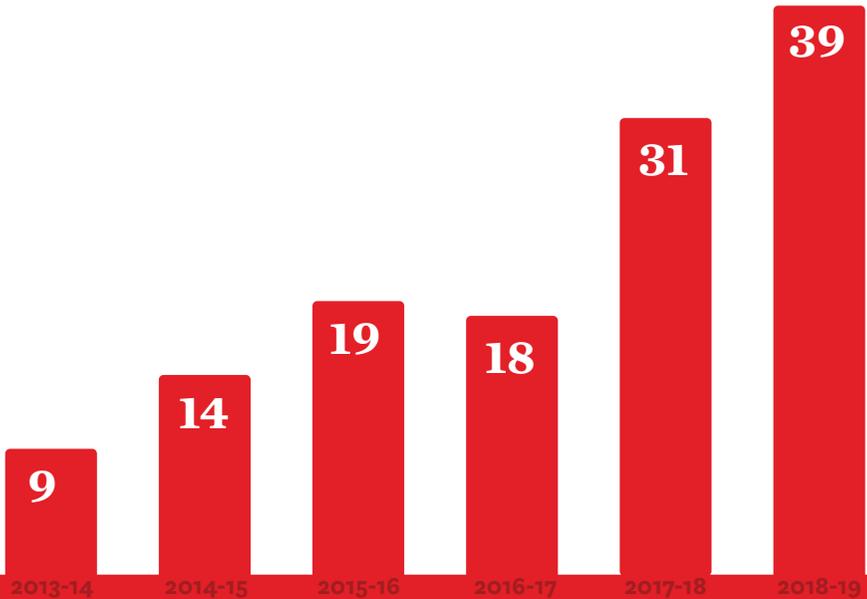
FIRE received almost **1,000** requests for support from individuals across the country, and we responded to each one through either referrals, behind-the-scenes assistance, or direct intervention.



FIRE's Individual Rights Defense Program won 39 victories.



Since 1999, FIRE has won 328 defense victories at 215 unique colleges and universities.



FIRE's annual defense victory rate has continued to climb as we field more cases more aggressively.

**JUNE 2003: TAKING IT TO THE COURTS**

In June 2003, FIRE won our first-ever litigation victory at Citrus College. Filed in May of that year, the suit challenged two policies that had quarantined free speech to three small and remote parts of campus. That same year, FIRE also filed suits against Shippensburg University and Texas Tech University, which also resulted in victories.

Since then, FIRE’s litigation efforts have dramatically expanded. With the July 2014 launch of our Stand Up for Speech Litigation Project and the March 2017 launch of our Million Voices Campaign, FIRE has built an in-house litigation program that enables an aggressive fight against unconstitutional speech codes. This year, these initiatives secured important gains.

FIRE won settlement victories at Pierce College and Chicago State University.

**\$875,000**

FIRE’s settlements secured a total of \$875,000 in damages and fees.



We won nine victories through demand letter campaigns threatening litigation, thereby freeing over **160,000** students from restrictive policies.



**160,000**



FIRE wrote or signed onto 10 *amicus* briefs in key legal cases.

FIRE filed a public records lawsuit against the University of California, Los Angeles.



**23**

Over the last twenty years, FIRE has won 23 litigation victories affecting more than 625,000 students and the countless more who will ultimately step foot on those campuses.



**625,000**



**“Without FIRE, I would not have been able to make such a meaningful impact on the rights of students in Los Angeles. FIRE’s commitment to the cause helped me to navigate a two-year legal battle and ultimately score an important victory for the First Amendment.”**

*Pierce College Plaintiff Kevin Shaw*



### **Hayden Barnes**

In the spring of 2007, Hayden Barnes was expelled without any semblance of due process from Valdosta State University for a satirical environmentalist collage he posted on his personal Facebook page. With FIRE’s help, Barnes fought back by filing a lawsuit in 2008. That suit concluded with a \$900,000 settlement in 2015. Barnes went on to earn his JD, practice law, and run a start-up technology company. He said of his experience, “It has been an epic journey. However, it was a worthwhile endeavor because I know, as a result of this case, other students will have their constitutional rights respected.”

## **APRIL 2006: COMBATING SPEECH CODES**

In April 2006, Appalachian State University revised an unconstitutional harassment policy highlighted in a FIRE report on the state of free speech at colleges and universities in North Carolina. The overbroad and vague policy had banned “insults, taunts, or challenges directed toward another person.” Over the past 13 years, FIRE has worked with App State and other institutions in North Carolina to revise restrictive policies. As a result, App State and ten other North Carolina colleges and universities now boast a “green light” rating from FIRE—making the state the “greenest” in the country.

Throughout our two decades, your support has helped FIRE coordinate countless campaigns against bad policies on campus, making progress at individual institutions and in entire states. In the last twelve months, we continued that work and advanced even more reform.



**1,000,000**

FIRE’s Policy Reform Project won 46 victories affecting over one million students this year.



**250**

In the last three years, FIRE has secured revisions to over 250 individual policies.

**18**

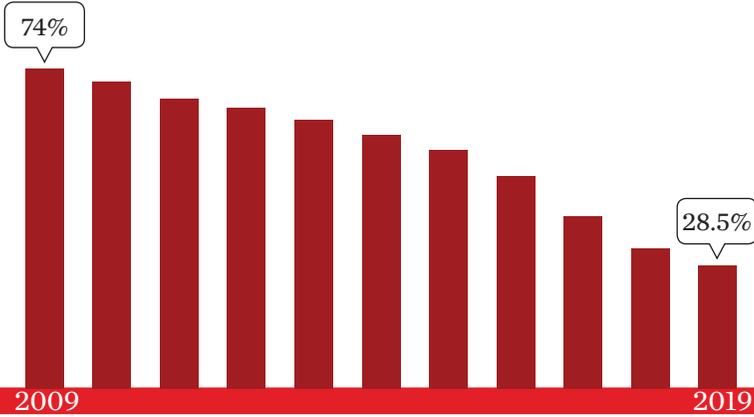
This year, 18 schools or university systems adopted a version of the Chicago Statement on Principles of Free Expression in favor of free speech and academic freedom. A total of 65 have adopted the statement since FIRE first began to promote it.



**1,000,000**

As of February, more than one million students attend green light institutions.

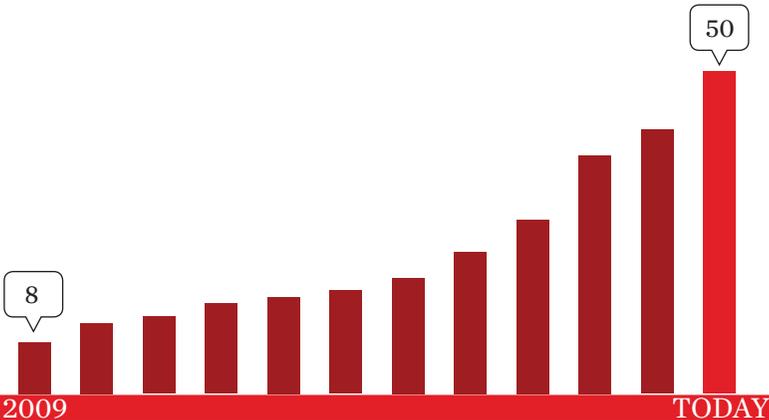
The percentage of “red light” colleges and universities that systematically violate students’ and faculty members’ right to freedom of expression dropped to 28.5 percent.



**“We at A&M appreciated your guidance, patience, and persistence over the last year!”**

*Texas A&M University Vice President for Student Affairs Daniel J. Pugh*

Our speech code report has noted a growing number of green light schools in recent years.



**“Loyola deeply respects FIRE’s work on behalf of free speech and academic freedom in higher education.”**

*Loyola University Chicago Vice President of University Marketing and Communication Jeremy Langford*

## **APRIL 2007: EMPOWERING CAMPUS ALLIES**

In April 2007, FIRE launched our Campus Freedom Network, a coalition of students committed to promoting free expression and individual rights on campus. Just a year later, the Network hosted its first summer conference, bringing nearly 50 students to downtown Philadelphia for workshops and networking.

Today, thanks to the support of our donors, we not only continue to coordinate our renamed FIRE Student Network (FSN) but also our FIRE Faculty Network. Both of these programs celebrated major milestones last year.

29

The FSN coordinated 29 campus speaking appearances for FIRE staffers.



FIRE welcomed 13 undergraduate and legal interns for our 2019 Internship Program.



102



102 students attended FIRE's Summer Conference in July 2018 and 114 attended our event in July 2019.

114



2018

2019

49

In April, the FSN hosted 49 students at our Regional Conference in Boulder, Colorado.



61

61 faculty members attended our 2018 Faculty Network Conference in Chicago.

100

Over 100 individuals applied to present at FIRE's Faculty Conference.

750

FIRE's Faculty Network has almost 750 members.

**“In these divisive times, FIRE conferences are truly special in that they unite students with diverse backgrounds and often opposing political views around a common cause. I think that experiences like that are invaluable . . .”**

*2018 FIRE Student Network Conference Attendee*

Thanks to FIRE’s outreach, students nationwide have taken action in support of campus rights. Their activities include:



Hosting a FIRE speaker at Pensacola State College.



Starting a Student Defenders chapter at the University of Chicago.



Coordinating educational events at the University of Illinois Chicago.



Corresponding with Arkansas lawmakers about proposed legislation.



Encouraging the adoption of the Chicago Statement at William & Mary.

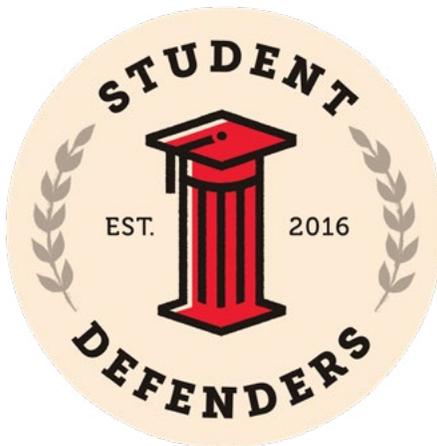
**“I was struck by how the conference was not just a place [for] talking about free speech: it was lived free speech in action, as faculty from the whole political spectrum were able to dialogue and animatedly discuss with each other, without having to censor themselves and their opinions. A simple but spectacular example, a little tenacious seed in this moment of crisis that fills me with hope.”**

*2018 FIRE Faculty Network Conference Attendee*



### **Anthony Dick**

Anthony Dick came to FIRE as an intern in 2003. In the years since, he has clerked for Supreme Court Justice Samuel Alito, argued multiple cases in different U.S. Courts of Appeals, and authored successful briefs before the Supreme Court. He now works as an attorney and serves as the chairman of FIRE's board of directors. He's not the only former intern to go on to serve FIRE and commit to a lifetime of civil liberties advocacy. Seven current FIRE employees were undergraduate or legal interns here.

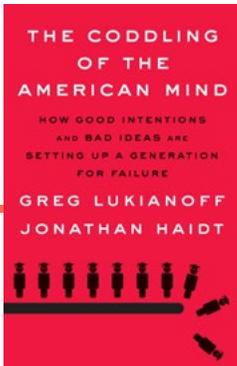


FIRE's Student Defenders program trains students to become knowledgeable and dedicated peer advocates who can advise fellow students as they navigate their school's disciplinary system. These students coordinate campus chapters that provide information to their communities, educate their peers, and advocate for policy reform. At the close of the 2018-19 school year, there are 12 established groups nationwide and nearly a dozen more in the process of being established.

## **MARCH 2009: GENERATING AWARENESS**

In March 2009, Robert Shibley appeared on CNN to discuss a case at Central Connecticut University. That was one of five television appearances our staff made that year, in addition to 15 radio interviews and over 180 print mentions in outlets such as *The Boston Globe*, *The Washington Post*, and *The Atlanta Journal-Constitution*.

Fast forward 10 years and FIRE's public platform has grown exponentially. We have expanded our awareness work to include numerous mediums such as video, podcasts, social media, and more. This year, we celebrated the publication of FIRE President and CEO Greg Lukianoff's groundbreaking book, *The Coddling of the American Mind*. Co-authored with Jonathan Haidt, the book's examination of the new "safety culture" on campus prompted widespread national discussion that shone new light on FIRE's work and helped us reach tens of millions of Americans.



*The Coddling of the American Mind* was covered in nearly **500 print articles** and was a *New York Times* bestseller for **four weeks**.

**“a brave and necessary work”**

**“[an] incredibly thought-provoking book”**

**“deserves to be widely read and discussed”**

**“an engrossing, thought-provoking, and ultimately inspiring read”**

**“a disturbing and comprehensive analysis of recent campus trends”**

77



32

This year, FIRE staff spoke on **77 radio broadcasts** and made **32 television appearances**.



4,000

FIRE was mentioned in more than **4,000 articles**.



1M

Our website, which was redesigned in February, attracted more than **1 million visitors**.



100,000

FIRE's **26 podcast episodes** attracted almost **100,000 downloads**.



5.8M

FIRE produced **41 videos** and published them on our YouTube channel, which has over **5.8 million views** and more than **13,000 subscribers**.

## **MAY 2011: LOBBYING FOR CHANGE**

In May 2011, FIRE wrote an open letter to the Department of Education in response to their April “Dear Colleague” letter, which had instituted a series of new federal guidelines that seriously jeopardized due process rights on campus. That letter was just the first step of our then newly established Legislative and Policy Project. Over the last eight years, this project has worked on a state and federal level to advance campus rights and, perhaps more importantly, to stop legislative action that would threaten student rights. It’s made significant strides for individual liberty. This year, it celebrated a major milestone. Having rescinded the April 2011 “Dear Colleague” letter, in no small part thanks to FIRE, the Department of Education released proposed regulations that would represent a critical step forward for campus rights. That was just one of the key victories our donors helped make possible last year.



**IN JANUARY, FIRE SUBMITTED A FORMAL COMMENT URGING THE DEPARTMENT OF EDUCATION TO ADOPT THE PROPOSED TITLE IX REGULATIONS.**

**“FIRE has long argued that everybody on campus benefits from fundamentally fair proceedings. The proposed rules take the rights of both complainants and accused students seriously, and they make important strides toward ensuring that complaints of sexual misconduct will be neither ignored nor prejudged.”**

*FIRE’s January 2019 Comment on Proposed Title IX Regulations*



16 states have enacted free speech legislation in recent years.



Under FIRE's guidance, South Dakota, Kentucky, and Alabama passed bills that protect campus rights this year.



In the first half of 2019, FIRE's legislative staff testified before state legislatures 11 times.



12 public universities and 28 state colleges in Florida announced they would adopt the Chicago Statement after the governor signed a resolution in favor of it.

**“ . . . grant students and faculty the broadest possible latitude to speak, write, listen, challenge, learn, and discuss any issue.”**

*A Requirement of the Newly Passed Kentucky Law*



*Capitol building in Frankfort, Kentucky (Shutterstock)*

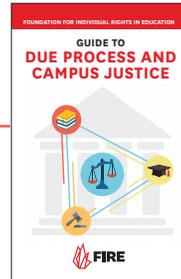
## JULY 2012: DISTRIBUTING RESOURCES

In July 2012, FIRE published a second edition of our flagship publication, the *Guide to Free Speech on Campus*. Since they were first released in 2005, FIRE's *Guides* have educated hundreds of thousands about the basic principles of campus rights.

Today, FIRE offers a comprehensive array of materials carefully crafted for different audiences. Last year, we added even more resources, including a new comic book aimed at educating high school students about the First Amendment and FIRE Student Network activity kits that challenge students to coordinate activism focused on adoption of the Chicago Statement and speech code reform.

**40**

The FIRE Student Network webpage offers more than 40 resources.

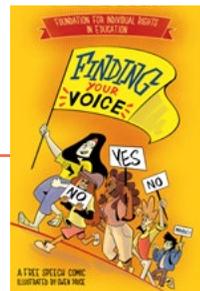


**150**

150 students participated in FIRE's 2018-19 academic year "activity kit" challenges.

**8,000**

More than 8,000 copies of FIRE's comic book, *Finding Your Voice*, have been distributed since its May release.



**“Thank you for helping me understand finding your voice and freedom of speech.”**

*11-Year Old Corrine Yelowitz on FIRE's New Comic Book*



### Andrew Zeller



In July 2016, Andrew Zeller (second from right) was one of five students inducted into the FIRE Student Network's Prometheus Society, which recognizes activists for their hard work on campus. As a member of the Purdue University Graduate Student Government, Andrew worked tirelessly to change Purdue's speech codes, eventually welcoming Purdue onto FIRE's green light list and encouraging the university's adoption of the Chicago Statement. Zeller hasn't stopped advancing change and was so inspired by his experience he chose to pursue his JD at the University of Chicago Law School.



**200**

FIRE's three high school curriculum modules have nearly 200 pages of material.



**2,000**

We've mobilized nearly 2,000 individuals to use FIRE's online "Take Action" portal to urge reform at their colleges and universities.



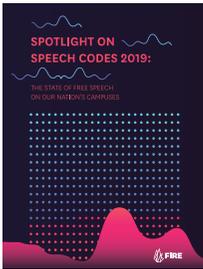
**\$20,000**

The 2018 high school essay contest attracted over 3,800 entries and gave out \$20,000 in college scholarships to the winning entrants.

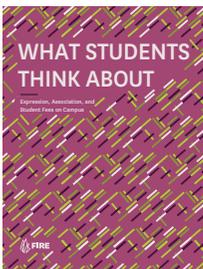
## NOVEMBER 2016: ENGAGING IN RESEARCH

In November 2016, FIRE launched our First Amendment library, a free, online database of First Amendment-related materials, including illustrated timelines, educational resources, unique articles, and more than 900 Supreme Court cases.

FIRE has continued to expand our research footprint in the years since, maintaining our Spotlight database, offering the public access to our disinvitation and leader statement databases, issuing reports on art censorship and bias response teams, and bringing on new research fellows.



FIRE's 2019 *Spotlight on Speech Codes* report rated policies at 466 colleges and universities.



FIRE released our third campus opinion poll in January.

### 100

FIRE's First Amendment Library has a glossary of nearly 100 key First Amendment terms, 4 timelines, and 14 special collections.

### 53

53 schools were rated in FIRE's annual due process report.

### 400

FIRE's research work was mentioned in more than 400 print outlets.

### 300,000

Over 300,000 users visited FIRE's Spotlight database.

### 4

FIRE published four academic journal articles and our fellows presented at conferences such as the International Convention for Psychological Science.

## Research Findings



96 percent of students think it is important that their civil rights or liberties are protected.



57 percent of students think colleges and universities should be able to restrict student expression of political views that are hurtful or offensive to certain students.



89.7 percent of American colleges maintain policies that restrict—or too easily could restrict—student and faculty expression.

3 in 4 of the nation's top universities **do not** guarantee presumption of innocence in campus proceedings.



**FAIL**

Of the 53 universities rated by FIRE's due process survey, **47 receive a D or F** grade for failing to maintain fair procedures.

Almost **800,000** college students attend an institution that maintains a “free speech zone” policy.



**“It is imperative, therefore, that those who care about free speech on campus continue to stay vigilant. The decrease in restrictive speech codes and the proliferation of free speech policy statements are the result of the tireless work of free speech advocates at FIRE and elsewhere. We must continue that work to ensure that students have the opportunity to pursue higher education, and that faculty are able to teach, with the greatest possible foundation for free expression in place.”**

*FIRE's 2019 Spotlight on Speech Codes Report*

**OCTOBER 2019: LOOKING AHEAD**

In October 2019, FIRE will celebrate our 20 years of advocacy with a gala event in New York City. There are many milestones to mark at that event, whether it be the early defense victories that established our reputation as a principled advocate or the more recent awareness work that has set us apart as a singular voice for free expression and the exchange of ideas. None of these accomplishments would have been possible without the steadfast support of our donors.

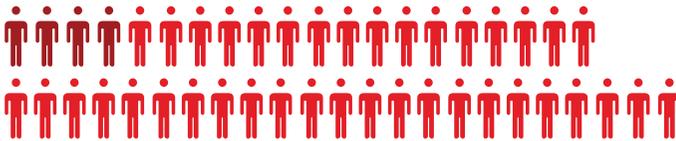
But even as we celebrate, we look forward. As we enter our third decade of advocacy, we are prepared to meet the challenges that lie ahead with the same passion and determination that characterized our first years and that has fueled all of our success over the last 20.



In 20 years, FIRE has won 635 victories affecting 7.6 million students around the country.



We have secured 368 policy change victories affecting 4.6 million students—and millions more yet to arrive on campus.



FIRE's staff has grown from four employees in 2000 to 43.

**\$2.2M**

**\$10M**

FIRE's budget has grown from approximately \$2.2 million ten years ago to nearly \$10 million today.

**“We are proud to stand with FIRE in the really important, non-partisan work you do defending academic freedom and free speech for students and faculty alike at college and universities throughout the USA.”**

*Chess Erwin, FIRE Donor*



## KEY FINANCIALS FROM FIRE'S 18-19 FISCAL YEAR

### REVENUE

Contributions	\$9,562,741
Investment	\$348,649
Special Events	\$115,200
Legal Settlements and Other	\$912,559
<b>TOTAL</b>	<b>\$10,939,148</b>

### EXPENSES

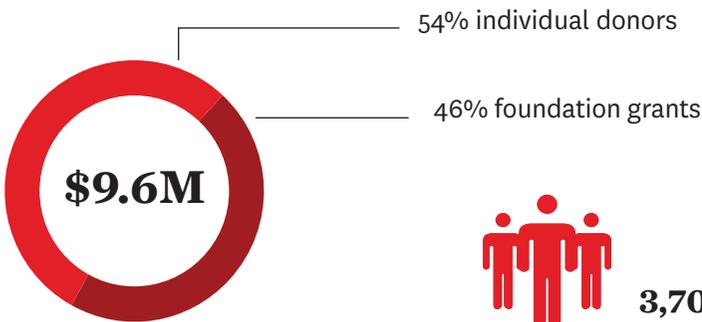
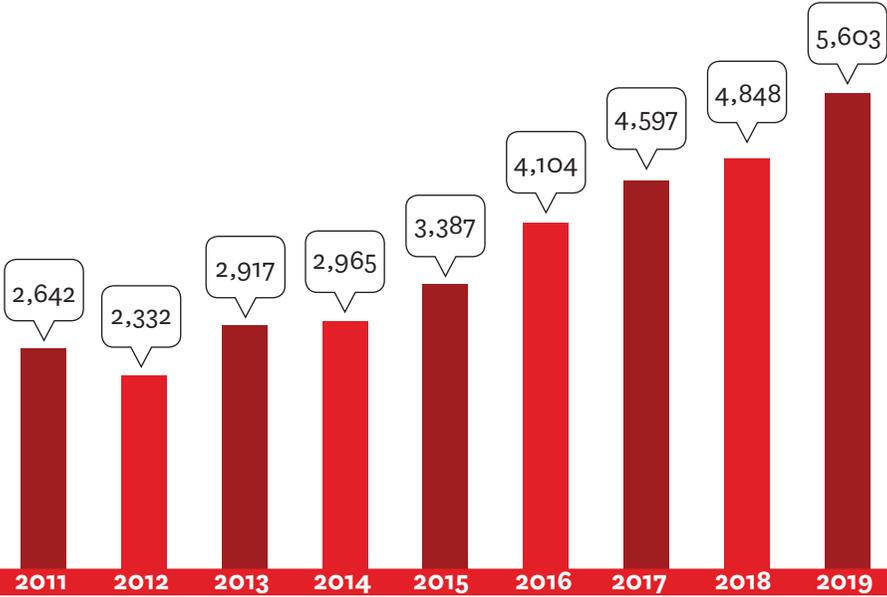
<b>Programs:</b>	<b>\$6,361,588</b>
Individual Rights Defense Program	\$401,618
Policy Reform Program	\$1,268,857
Litigation Project	\$951,313
FIRE Student Network	\$794,970
Public Awareness Project	\$1,909,372
Speech, Outreach, Advocacy, and Research Project	\$1,035,458
<b>Administrative</b>	<b>\$1,127,873</b>
<b>Development</b>	<b>\$1,216,987</b>
<b>TOTAL</b>	<b>\$8,706,448</b>

### ASSETS AND LIABILITIES

Cash and Equivalents	\$16,304,531
Pledges and Receivables	\$1,096,893
Fixed Assets	\$1,380,165
Other Assets	\$135,471
Liabilities	\$1,551,358
<b>NET ASSETS</b>	<b>\$17,365,702</b>

*\*These figures are unaudited.*

### Total number of donations



We raised \$9.6 million, 54 percent from individual donors and 46 percent from foundation grants.



**3,700**

Almost 3,700 individuals or organizations donated to FIRE in fiscal year 18-19.



**LEADERSHIP**

**President and CEO**

Greg Lukianoff

**Executive Director**

Robert Shibley

**Co-founders**

Alan Charles Kors

Harvey A. Silverglate

**Board of Directors**

Anthony Dick, Chairman

Barbara Bishop

John Ellis



Richard Losick  
Joseph Maline  
Marlene Mieske  
Daphne Patai  
Virginia Postrel  
Nicholas Quinn Rosenkranz  
Harvey A. Silverglate



**FIRE**

Foundation for Individual  
Rights in Education



FIRE's mission is to defend and sustain the individual rights of students and faculty members at America's colleges and universities. These rights include freedom of speech, freedom of association, due process, legal equality, religious liberty, and sanctity of conscience—the essential qualities of liberty. FIRE educates students, faculty, alumni, trustees, and the public about the threats to these rights on our campuses, and provides the means to preserve them.

### **Foundation for Individual Rights in Education**

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