

200 First Street SW
Rochester, Minnesota 55905
507-284-2511
Mayoclinic.org

Legal Department

Via email: zach.greenberg@thefire.org

June 1, 2023

Zachary Greenberg
Foundation for Individual Rights and Expression
510 Walnut Street, Suite 1250
Philadelphia, PA 19106

Re: Correspondence to Mr. Michael Powell (Chair of Mayo Clinic Board of Trustees)

Dear Mr. Greenberg:

I am writing in response to your recent letter to Mr. Michael Powell. Mayo Clinic leadership is apprised of the relevant facts and is supportive of the disciplinary action taken against Dr. Joyner. Mayo Clinic respects academic freedom and also recognizes that it is not absolute and must be balanced against other interests and Mayo Clinic policies. The disciplinary action taken against Dr. Joyner did not involve a gag order and did not violate our academic freedom policy, which permits Mayo to regulate speech as allowed by law and in accordance with other Mayo policies. Importantly, the disciplinary action was not based solely on comments Dr. Joyner made to a reporter. It was based on his violation of multiple Mayo Clinic policies and decided in the context of other aspects of his employment history including prior disciplinary action.

Dr. Joyner is receiving due process at Mayo and he is currently appealing his most recent disciplinary action. We intend to allow that process to play out and accept the decision of the appeals committee. Moving forward, please direct any future correspondence regarding this matter to me.

Sincerely,



Joseph C. Copa, J.D.
Legal Counsel
Mayo Clinic