



WILLIAM PATERSON UNIVERSITY

ARNOLD SFEERT • PRESIDENT

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June 15, 2005

CONFIDENTIAL

Mr. Jihad Daniel
Information Systems
William Paterson University

Dear Mr. Daniel:

The investigation by the Office of Employment Equity and Diversity of the complaint made against you by Professor Arlene Scala of the Women's Studies Department has been completed. The investigation consisted of interviews with you, Professor Scala and a review of written statements and other relevant evidence.

Professor Scala's complaint of March 10, 2005 states that you violated the University's non-discrimination policy as a result of your response to her e-mail of March 7, 2005 announcing the presentation of a film and discussion entitled "Ruthie and Connie: Every Room in the House, a lesbian relationship story" as part of the co-curricular activities associated with Women's History Month. Your response, sent to her by e-mail on March 8, 2005 said "Do not send me any mail about 'Connie and Sally' and 'Adam and Steve.' These are perversions. The absence of God in higher education brings on confusion. That is why in these classes the Creator of the heavens and the earth is never mentioned." In Professor Scala's complaint she also stated that the message "sounded threatening" and that "I don't want to feel threatened at my place of work when I send out announcements of events that address lesbian issues."

The University is bound by and strictly enforces the *Interim State of New Jersey Policy Prohibiting Discrimination, Harassment or Hostile Environments in the Workplace*. That policy states "The State of New Jersey is committed to providing every State employee and prospective employee with a work environment free from discrimination or harassment. Under this policy, all forms of employment discrimination/harassment based upon the following protected categories are prohibited and will not be tolerated: race, creed, religion, color, national origin/nationality, ancestry, age, sex/gender (including pregnancy), marital status, familial status, affectional or sexual orientation, gender identity or expression, domestic partnership status, atypical hereditary cellular or blood trait, genetic information, disability, (including perceived disability, physical, mental, and/or intellectual disabilities), or liability for service in the Armed Forces of the United States."

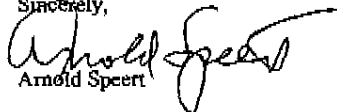
The investigator concluded that since the Merriam-Webster dictionary definition of "perversion" ("an aberrant sexual practice," "straying from the right or normal way," "deviating from the usual or natural type") is clearly a "derogatory or demeaning" term as it was used in your e-mail to refer to gay or lesbian individuals, that you violated the *Interim State of New Jersey Policy Prohibiting Discrimination, Harassment or Hostile Environments in the Workplace*.

I concur with the investigator's conclusion. The announcement was sent out as an element of the University's co-curricular program in recognition of Women's History Month. The response, also in violation of the University's "Appropriate Use" guidelines for use of computing services as it was not part of your university work responsibilities, could be interpreted by a reasonable person as harassing or demeaning to gay or lesbian individuals. As a consequence, this letter of reprimand will be placed in your permanent employee file.

If you disagree with this finding, you may submit a written appeal to me within ten (10) days of this letter. Additionally, you may submit an appeal consistent with the appeal provisions of your collective bargaining unit contract.

Under the law and University policy, it is unlawful for anyone to retaliate against anyone for filing a complaint or for cooperating in an investigation of such a complaint.

Sincerely,


Arnold Sfeert

c. Provost & Executive VP Sesay
Ms. Boucher
Mr. Sims