

# CLEMSON

UNIVERSITY

May 19, 2010

WILLIAM KIRWAN

Sent electronically to WKIRWAN@clemson.edu

Regarding Case Number: 2009124201

Dear Mr. KIRWAN,

This letter is formal notification that our office has received information from Mandy Hays alleging your involvement in an incident that occurred on May 13, 2010 when you sent an email that had the effect of creating a hostile work environment and failed to comply with the request of a staff member acting in accordance of their duties. This action may violate Clemson University Student Regulations found on the Office of Community & Ethical Standards website at <http://www.clemson.edu/studentaffairs/oces/>, specifically the following:

1. Disorderly Conduct
2. Harassment
3. Failure to Comply with Official Request
4. Computer Misuse

A conference to discuss this matter has been scheduled on May 21, 2010 at 1:00pm in the Office of Community and Ethical Standards (912 University Union). The purpose of this conference is to provide you an opportunity to discuss the facts and circumstances which led to the allegations, provide additional information related to the incident, and to clarify your options in this case.

During your conference you will be advised of the administrative sanctions for such an offense. If the sanctions include eviction from University facilities or suspension or expulsion from Clemson University, you will have the right to an administrative hearing, which may be requested during this conference. Otherwise, the administrative official with whom you confer will consider all the information available and will render a decision on this case. You are strongly encouraged to be present; however, should you fail to appear for this conference, a second charge of failure to comply with official request will be added and the official handling this case will render a decision in your absence based on the available information at that time.

Please read the University Regulations cited above as well as the complete description of the Administrative Disciplinary Procedures found on the Office of Community & Ethical Standards website: <http://www.clemson.edu/studentaffairs/oces/>. Should you have any questions as you prepare for this conference, please call me at 656-0510.

Sincerely,

Justin Carter



OFFICE OF COMMUNITY AND ETHICAL STANDARDS

Division of Student Affairs

912 University Union, Clemson, SC 29634-4011

864.656.0510 FAX 864.656.0525 [clemson.edu/studentaffairs/oces/](http://www.clemson.edu/studentaffairs/oces/)

Associate Director