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Robert L. Shibley, Program Manager
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November 21, 2005

Page 2

to disciplinary action that may include suspension or expulsion from the

As noted in Dr. Beasley's memorandum dated October 31, 2005, the University has two concerns

November 21, 2005

Page 3

on perceptions of his sexual orientation. There is a difference between expression of opinion on the one hand and targeting an individual on the other.

11/21/05 1:44 PM [REDACTED] 11/21/05 1:44 PM [REDACTED] 11/21/05 1:44 PM [REDACTED]

[REDACTED]

Ms. Wilson expressed her personal views and was not speaking on behalf of the University.

[REDACTED]