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March 25, 2011

VIA FACSIMILE and REGULAR MAIL

Mr. Adam Kissel  
Vice President of Programs  
Foundation for Individual Rights in Education  
601 Walnut Street, Suite 150  
Philadelphia, PA 19106

**RE: Widener University School of Law/ Associate Professor Lawrence Connell**

Dear Mr. Kissel:

Please be advised that I serve as General Counsel to Widener University, and in such capacity, your correspondence dated March 22, 2011 has been forwarded to me for response. Notwithstanding the allegations contained therein, Widener University is committed to the principles of academic freedom and freedom of speech. You should also understand that the University is committed to provide a learning environment free of discrimination and harassment, and that members of the University community have the right under applicable law and University policies to bring to the University's attention situations which may infringe upon their rights to be free of discriminatory or harassing conduct in the University's educational programs, employment practices and other University-administered programs and activities.

The University has specific policies and procedures which are followed in the event a member of the University community brings a complaint of discrimination and harassment against another member of the University community, and those policies and procedures have been, and will continue to be, followed in the matter involving Professor Connell. Policies and procedures also exist and will be followed with respect to any disciplinary action which may be invoked against Professor Connell. These policies are built on the concepts of fundamental fairness to all parties involved and respect for the various rights and duties of all members of the University community.

Professor Connell's situation is a personnel matter and has been, and will continue to be, processed internally in accordance with University policy. You should be aware, however, that any suggestion made by Professor Connell or his counsel that any faculty or other committee has

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~~made any finding of fact on the merits of the matter at hand, or any recommendation relating to Professor Connell's future employment at the University, are simply inaccurate. Despite Professor Connell's and his counsel's attempts to hear this case publicly, the University remains committed to abiding by its policies and procedures and will treat this matter as confidential to the fullest extent possible, in order to protect the rights of all parties involved.~~

Sincerely,



ROCCO P. IMPERATRICE, III