

From: "David Williams" <david.williams@Vanderbilt.Edu>

To:

Sent: Thursday, December 15, 2011 9:13:39 PM

Subject: RE: concerned alumni

Mr.

We view only one level of membership. To suggest that there would be a different status for being a member and then for being a leader would suggest two level of membership. The University's view is all organizations wishing to be registered must be free of discrimination as it relates to membership. The University's view is to be free of discrimination the organization must be willing to allow all members to stand for leadership position and be elected or not based on the decision of the members of the organization. To allow any organization, religious or non religious to use criteria for leadership positions that constitute discrimination would create two classes of membership which is against the university's policy. I hope this clears this up. Thank you.

David

From:

Sent: Thursday, December 15, 2011 8:17 PM

To: Williams, David

Subject: Re: concerned alumni

[Vice Chancellor Williams](#),

[Several have received an email yesterday afternoon from you .](#)

[When you mention refraining "from discrimination in its membership" is this an indication of the university backing away from your previous interpretation relating to leadership positions? In other words, is this language in your statement saying that VU will now allow religious organizations to use religious belief as criteria for leadership positions? If that is the case, I think it will resolve the issue.](#)

[Thank you,](#)

[XXX](#)

[Vanderbilt A&S 198X](#)

From: "Patterson, Jo Ann" <joann.patterson@vanderbilt.edu>

Date: **Wed, 14 Dec 2011 16:00:31 -0600**

Subject: **Letter from Vice Chancellor David Williams**

To:

December 14, 2011

Dear Friend,

First, thank you for your interest in Vanderbilt and for communicating with us about your concerns. As General Counsel, I have been asked to respond to you.

Vanderbilt University has a nondiscrimination policy that prohibits discrimination within the University community. This is a long standing policy that is designed to protect members of our community and to provide a safe and nurturing campus atmosphere free of discrimination. All student organizations that wish to be registered at the University must agree to and actually comply with this policy.

All members of the University community are free to worship as they wish, however, all registered organizations **must agree to refrain from discrimination in its membership**.

This prohibition exists for religious, as well as non-religious organizations.

As I hope you can see, Vanderbilt is not targeting any religious or non-religious groups, but is just trying to enforce its long standing nondiscrimination policy. In fact, the Dean of Students is working with a few organizations that have yet to comply to help them do so.

If you would like to discuss, I would be more than happy to talk with you about this matter.

Sincerely,

[cid:image003.png@01CCBA79.81C062E0]

David Williams II

Vice Chancellor for University Affairs and Athletics, General Counsel and University Secretary,
and Professor of Law

DW: