



Washington

WASHINGTON UNIVERSITY IN ST. LOUIS

Office of the Provost

March 2, 1995

Professor Jeffrey Kurtzman
Music Department
Campus Box 1032

Dear Jeff:

I have been made aware of allegations that you have engaged in sexual and gender harassment of faculty members and students of the Department of Music. If true, these allegations would reflect a serious breach of University policies. Fairness to those making such allegations and to you requires that we conduct a careful and impartial review to ascertain the credibility and reliability of these charges.

In response to the allegations against you, I have decided to convene and charge a review team composed of faculty members, chaired by a faculty member, and reporting its conclusions and recommendations to me. I will ask faculty members drawn from the Faculty and Administrative Affirmative Action Committee ("FAAAC"), supplemented by other faculty members as necessary, to serve on this review team. I have asked our Vice Chancellor and General Counsel to provide legal advice to the review team in connection with its work. The review team may also direct the Vice Chancellor and General Counsel to retain outside counsel to assist him in gathering pertinent information that will enable him to provide that advice.

I hope you will understand that, during the course of this review, neither I nor anyone serving on or advising the review team will be free to discuss any aspect of its progress. This is to ensure full candor from the people with whom we speak, and fairness to all parties.

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Finally, the University has an obligation to protect individuals coming forward to allege employment discrimination, including harassment, from retaliation or reprisal by the University or by any member of its faculty or staff. If you were to take any retaliatory action against any individual as a result of that individual's allegations against you or cooperation with our investigation, you would be subject to severe disciplinary action, up to and including proceedings to remove you for cause.

You and some of your colleagues will certainly be contacted for interviews. I hope I can count on you to cooperate fully in this process.

Sincerely,



Edward S. Macias
Provost
Interim Dean
Faculty of Arts and Sciences

cc: Michael R. Cannon, Esq.