

November 1, 2023

Dear Deans,

Everyone at our law firms is entitled to be treated with respect and be free of any conduct that targets their identity and is offensive, hostile, intimidating or inconsistent with their personal dignity and rights. We prohibit any form of harassment, whether verbal, visual or physical.

Over the last several weeks, we have been alarmed at reports of anti-Semitic harassment, vandalism and assaults on college campuses, including rallies calling for the death of Jews and the elimination of the State of Israel. Such anti-Semitic activities would not be tolerated at any of our firms. We also would not tolerate outside groups engaging in acts of harassment and threats of violence, as has also been occurring on many of your campuses.

As educators at institutions of higher learning, it is imperative that you provide your students with the tools and guidance to engage in the free exchange of ideas, even on emotionally charged issues, in a manner that affirms the values we all hold dear and rejects unreservedly that which is antithetical to those values. There is no room for anti-Semitism, Islamophobia, racism or any other form of violence, hatred or bigotry on your campuses, in our workplaces or our communities.

As employers who recruit from each of your law schools, we look to you to ensure your students who hope to join our firms after graduation are prepared to be an active part of workplace communities that have zero tolerance policies for any form of discrimination or harassment, much less the kind that has been taking place on some law school campuses.

We trust you will take the same unequivocal stance against such activities as we do, and we look forward to a respectful dialogue with you to understand how you are addressing with urgency this serious situation at your law schools.

Very truly yours,

Adler & Stachenfeld LLP  
Akerman LLP  
Akin Gump Strauss Hauer & Feld LLP  
Allen Matkins Leck Gamble Mallory & Natsis LLP  
Allen & Overy LLP  
Alston & Bird LLP  
ArentFox Schiff LLP  
Arnold & Porter  
Axinn, Veltrop & Harkrider LLP  
Baker Botts L.L.P.  
Baker & Hostetler LLP  
Baker McKenzie LLP  
Ballard Spahr LLP  
Barack Ferrazzano Kirschbaum & Nagelberg LLP

Benesch, Friedlander Coplan & Aronoff LLP  
Berger Singerman LLP  
Bilzin Sumberg LLP  
Blank Rome LLP  
Bracewell LLP  
Brafman & Associates, P.C.  
Brown Rudnick LLP  
Bryan Cave Leighton Paisner LLP  
Buchalter, APC  
Buchanan Ingersoll & Rooney PC  
Cadwalader, Wickersham & Taft LLP  
Cahill Gordon & Reindel LLP  
Chapman and Cutler LLP  
Chiesa Shahinian & Giantomasi PC  
Chuhak & Tecson, P.C.  
Cleary Gottlieb Steen & Hamilton LLP  
Clifford Chance LLP  
Cohen Tauber Spievack & Wagner PC  
Cole Schotz, PC  
Cooley LLP  
Covington & Burling LLP  
Cozen O'Connor  
Cravath, Swaine & Moore LLP  
Crowell & Moring LLP  
Davidoff Hutcher & Citron LLP  
Davis + Gilbert LLP  
Davis Polk & Wardwell LLP  
Day Pitney  
Debevoise & Plimpton LLP  
Dechert LLP  
Dentons US LLP  
DLA Piper LLP (US)  
Duane Morris LLP  
Epstein Becker & Green, P.C.  
Eversheds Sutherland  
Faegre Drinker Biddle & Reath LLP  
Falcon Rappaport & Berkman LLP  
Fenwick & West LLP  
Fish & Richardson P.C.  
FisherBroyles, LLP  
Foley Hoag LLP  
Foley & Lardner LLP  
Fox Rothschild LLP  
Freshfields Bruckhaus Deringer LLP  
Fried, Frank, Harris, Shriver & Jacobson LLP  
Gibson, Dunn & Crutcher LLP

Glaser Weil Fink Howard Jordan & Shapiro LLP  
Goodwin Procter LLP  
Gordon Rees Scully Mansukhani, LLP  
Goulston & Storrs PC  
Greenberg Glusker LLP  
Greenberg Traurig, LLP  
Greenspoon Marder LLP  
Gunderson Dettmer Stough Villeneuve Franklin & Hachigian, LLP  
Hamburg, Rubin, Mullin, Maxwell & Lupin, PC  
Harris Beach PLLC  
Haynes and Boone LLP  
Herrick, Feinstein LLP  
Hogan Lovells US LLP  
Holland & Knight LLP  
Holwell Shuster & Goldberg LLP  
Hughes Hubbard & Reed LLP  
Hunton Andrews Kurth LLP  
Irell & Manella LLP  
Jackson Lewis P.C.  
Jenner & Block LLP  
Jones Day  
K&L Gates LLP  
Kasowitz Benson Torres  
Katten Muchin Rosenman LLP  
Kaufman Dolowich LLP  
Kegler, Brown, Hill & Ritter Co., L.P.A.  
Keker, Van Nest & Peters LLP  
Kelley Drye & Warren LLP  
Kilpatrick Townsend & Stockton LLP  
King & Spalding LLP  
Kirkland & Ellis LLP  
Klehr Harrison Harvey Branzburg LLP  
Kluger, Kaplan, Silverman, Katzen & Levine, P.L.  
Kramer Levin Naftalis & Frankel LLP  
Kutak Rock LLP  
Latham & Watkins LLP  
Lathrop GPM  
Lewitt Hackman  
Linklaters LLP  
Littler Mendelson P.C.  
Locke Lord LLP  
Lockridge Grindal Nauen P.L.L.P.  
Loeb & Loeb LLP  
Lowenstein Sandler LLP  
Mark Migdal & Hayden  
Mayer Brown LLP

McCarter & English, LLP  
McDermott Will & Emery LLP  
McGlinchey Stafford  
McGuireWoods LLP  
Meland Budwick, P.A.  
Michelman & Robinson, LLP  
Milbank LLP  
Mintz, Levin, Cohn, Ferris, Glovsky and Popeo, P.C.  
Mitchell Silberberg & Knupp LLP  
Moore & Van Allen PLLC  
Morgan, Lewis & Bockius LLP  
Morris, Nichols, Arsht & Tunnell LLP  
Morrison Cohen LLP  
Morrison & Foerster LLP  
Morse, Barnes-Brown & Pendleton, PC  
Much Shelist, P.C.  
Munger, Tolles & Olson LLP  
Neal, Gerber & Eisenberg LLP  
Nelson Mullins Riley and Scarborough  
Nixon Peabody LLP  
Norton Rose Fulbright  
Ogletree Deakins  
Olshan Frome Wolosky LLP  
O'Melveny & Myers LLP  
Orrick, Herrington & Sutcliffe LLP  
Pallas Partners LLP  
Pashman Stein Walder Hayden, P.C.  
Paul Hastings LLP  
Paul, Weiss, Rifkind, Wharton & Garrison LLP  
Pearl Cohen Zedek Latzer Baratz  
Perkins Coie LLP  
Pillsbury Winthrop Shaw Pittman LLP  
Polsinelli PC  
Proskauer Rose LLP  
Pryor Cashman LLP  
Quarles & Brady LLP  
Quinn Emanuel Urquhart & Sullivan LLP  
Reed Smith LLP  
Robins Kaplan LLP  
Robinson & Cole LLP  
Ropes & Gray LLP  
Rosenberg & Estis, P.C.  
Royer Cooper Cohen Braunfeld LLC  
Rubin, Glickman, Steinberg and Gifford, P.C.  
Sadis & Goldberg LLP  
Sanford Heisler Sharp, LLP

Schulte Roth + Zabel LLP  
Seiden Law LLP  
Seward & Kissel LLP  
Seyfarth Shaw LLP  
Shearman & Sterling LLP  
Sheppard, Mullin, Richter & Hampton LLP  
Shook, Hardy & Bacon LLP  
Sideman & Bancroft LLP  
Sidley Austin LLP  
Simpson Thacher & Bartlett LLP  
Skadden, Arps, Slate, Meagher & Flom LLP  
Slater Slater Schulman LLP  
Smith Gambrell & Russell LLP  
Squire Patton Boggs (US) LLP  
Stearns Weaver Miller Weissler Alhadeff & Sitterson, P.A.  
Stein Farkas Schwartz LLP  
Steptoe and Johnson LLP  
Stinson LLP  
Stradley Ronon Stevens & Young, LLP  
Sullivan & Cromwell LLP  
Sullivan & Worcester LLP  
Susman Godfrey L.L.P.  
Taft Stettinius & Hollister LLP  
The Nelson Law Group  
Thompson Hine LLP  
Thompson Coburn LLP  
Troutman Pepper Hamilton Sanders LLP  
Tucker Ellis LLP  
Ulmer & Berne LLP  
Umberg Zipser LLP  
Vedder Price  
Venable LLP  
Vinson & Elkins LLP  
Vorys, Sater, Seymour and Pease LLP  
Wachtell, Lipton, Rosen, and Katz  
Weil, Gotshal & Manges LLP  
White & Case LLP  
Wick Phillips  
Wiggin and Dana LLP  
Williams & Connolly LLP  
Willkie Farr & Gallagher LLP  
WilmerHale  
Wilson Sonsini Goodrich & Rosati P.C.  
Winston & Strawn LLP  
Withers LLP  
Womble Bond Dickinson (US) LLP