

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

Barnes & Thornburg LLP
Barnes Law Firm PLLC
Benesch, Friedlander Coplan & Aronoff LLP
Berger Schatz
Berger Singerman LLP
Bilzin Sumberg LLP
Blank Rome LLP
Bocarsly Emden Cowan Esmail & Arndt 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 LLP
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
Freed Kanner London & Millen LLC
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
GrayRobinson
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
Nutter McClennen & Fish LLP
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 PLLC
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
Weisberg Kainen Mark, PL
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