

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
Alston & Bird LLP
ArentFox Schiff LLP
Arnold & Porter
Axinn, Veltrop & Harkrider LLP
Baker Botts L.L.P.
Baker & Hostetler LLP
Baker McKenzie LLP
Benesch, Friedlander Coplan & Aronoff LLP
Blank Rome LLP
Bracewell LLP
Brown Rudnick LLP

Bryan Cave Leighton Paisner LLP
Cadwalader, Wickersham & Taft LLP
Cahill Gordon & Reindel LLP
Chapman and Cutler LLP
Cleary Gottlieb Steen & Hamilton LLP
Clifford Chance US LLP
Cole Schotz, PC
Cooley LLP
Covington & Burling LLP
Cozen O'Connor
Cravath, Swaine & Moore LLP
Davis + Gilbert LLP
Davis Polk & Wardwell LLP
Debevoise & Plimpton LLP
Dechert LLP
Dentons US LLP
DLA Piper LLP (US)
Eversheds Sutherland
Faegre Drinker Biddle & Reath LLP
Fenwick & West LLP
Fox Rothschild LLP
Fried, Frank, Harris, Shriver & Jacobson LLP
Gibson, Dunn & Crutcher LLP
Goodwin Procter LLP
Greenberg Traurig, LLP
Haynes and Boone LLP
Hogan Lovells US LLP
Holland & Knight LLP
Hughes Hubbard & Reed LLP
Hunton Andrews Kurth LLP
Irell & Manella LLP
Jenner & Block LLP
Jones Day
K&L Gates LLP
Katten Muchin Rosenman LLP
Kelley Drye & Warren LLP
King & Spalding LLP
Kirkland & Ellis LLP
Kramer Levin Naftalis & Frankel LLP
Latham & Watkins LLP
Littler Mendelson P.C.
Locke Lord LLP
Lowenstein Sandler LLP
Mayer Brown LLP
McDermott Will & Emery LLP
McGuireWoods LLP
Meland Budwick, P.A.

Milbank LLP
Mintz, Levin, Cohn, Ferris, Glovsky and Popeo, P.C.
Mitchell Silberberg & Knupp LLP
Moore & Van Allen PLLC
Morgan, Lewis & Bockius LLP
Morrison & Foerster LLP
Neal, Gerber & Eisenberg LLP
Nelson Mullins Riley and Scarborough
Norton Rose Fulbright
Olshan Frome Wolosky LLP
O'Melveny & Myers LLP
Orrick, Herrington & Sutcliffe LLP
Paul Hastings LLP
Paul, Weiss, Rifkind, Wharton & Garrison LLP
Pearl Cohen Zedek Latzer Baratz
Perkins Coie LLP
Polsinelli PC
Proskauer Rose LLP
Quarles & Brady LLP
Quinn Emanuel Urquhart & Sullivan LLP
Reed Smith LLP
Ropes & Gray LLP
Rosenberg & Estis, P.C.
Schulte Roth + Zabel LLP
Seiden Law LLP
Seward & Kissel LLP
Seyfarth Shaw LLP
Shearman & Sterling LLP
Sheppard, Mullin, Richter & Hampton LLP
Sidley Austin LLP
Simpson Thacher & Bartlett LLP
Skadden, Arps, Slate, Meagher & Flom LLP
Stearns Weaver Miller Weissler Alhadeff & Sitterson, P.A.
Steptoe and Johnson LLP
Sullivan & Cromwell LLP
Susman Godfrey L.L.P.
Thompson Coburn LLP
Vedder Price
Vinson & Elkins LLP
Wachtell, Lipton, Rosen, and Katz
Weil, Gotshal & Manges LLP
White & Case LLP
Willkie Farr & Gallagher LLP
WilmerHale
Wilson Sonsini Goodrich & Rosati P.C.
Winston & Strawn LLP