

LAFAYETTE COLLEGE

Office of General Counsel

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February 26, 2026

Via Electronic Mail

Zachary Greenberg
Faculty Legal Defense/Student Association Counsel
Foundation for Individual Rights and Expression (FIRE)
P.O. Box 40128
Philadelphia, PA 19106

Dear Mr. Greenberg:

I am the general counsel for Lafayette College (the “College”), and I am in receipt of your letter to the College dated December 22, 2025. As an initial matter, I would like to sincerely thank you for your patience in awaiting the College’s response. The College has reviewed your letter. Please kindly accept this letter as the College’s response.

Your letter references a “blanket suspension of all 13 of [the College’s] fraternities and sororities over anonymous commentary at a Greek Life wellness event.” Your letter alleges that the College’s “guilt-by-association punishment in response to protected student expression violates the [C]ollege’s commitment to uphold students’ free speech rights.” You then urge the College “to promptly end this systemwide punishment of Greek Life members for exercising rights the [C]ollege promised to them.”

As your letter noted, the incident at issue occurred on November 12, 2025. It involved alleged antisemitic language, sexist language, and inappropriate comments that crossed over multiple identity groups. As such, the College followed its Policy on Equal Opportunity, Harassment, and Non-Discrimination and related Resolution Process in order to address the matter. That included the College’s Director of Institutional Equity and Title IX Coordinator sending the December 1, 2025, email referenced in your letter. Since that time, the College has initiated the training referenced in the December 1, 2025, letter to members of the College’s Greek Life community. That training remains ongoing.

The steps the College took to address the incident, including but not limited to those set forth in the December 1, 2025 email, were appropriate under the circumstances and were necessary to address the effects of the incident on the impacted individuals and community at large.

The events on November 12, 2025 were unacceptable and hurtful. Every member of the College community deserves to be valued and respected. Furthermore, the College is committed to complying with all applicable federal and state anti-discrimination and anti-harassment laws, and consistent with that, the College is deeply committed to fostering an educational and employment environment free from discrimination and harassment in all their forms.

The College respectfully disagrees that its actions in connection with the incident violated any applicable laws or College policies. Instead, the College's actions were appropriately tailored to the nature of the incident and consistent with its Policy on Equal Opportunity, Harassment, and Non-Discrimination and related Resolution Process.

Thank you for your attention to this matter.

Sincerely,

Timothy D. Cedrone

Timothy D. Cedrone
General Counsel