



October 14, 2011

Blake Templeton [REDACTED]
General Director, Psalm 100

Dear Blake:

I am writing to inform you that the University has made a decision regarding whether the recent termination of a Psalm 100 member violated the University's Official Recognition of Student Organizations Non-Discrimination Policy. After a thorough and careful investigation, the University has decided that, based upon the evidence we received from Psalm 100 and the member who was removed from Psalm 100, we were unable to conclude that Psalm 100 excluded the former member based upon the former member's status rather than upon the former member's beliefs. Therefore, in this case, the decision to remove the former member from Psalm 100 did not violate University policy.

The Official Recognition of Student Organizations Non-Discrimination Policy ("Policy") was carefully crafted to promote our commitment to equal opportunity and to ensure that the institution and the organizations that shelter under and receive the benefits of University recognition do not discriminate in offering access to programs and activities based upon protected classifications. At the same time, our Policy is also intended to protect the equally important First Amendment right to Freedom of Association that our students enjoy. This Policy strives to seek balance between these two fundamental principles by requiring that membership and participation in student organizations be open to all students but by permitting student organizations to limit membership and participation in those organizations to students who, upon individual inquiry, affirm that they support the organization's goals and agree with its beliefs.

When the University was notified of this matter several weeks ago, there was a question about whether a student had been excluded from membership in Psalm 100 in a way that violated the Policy. While there was no specific complaint in the matter, the University had a responsibility to investigate thoroughly based upon our notice of the issue. As you know, the University takes these reports seriously and therefore immediately began gathering information from those involved, including yourself. We appreciated your cooperation and patience as we conducted this inquiry, during which we sought the assistance of the Carolina Union, which oversees the recognition of student organizations, as well as the Dean of Students Office and the Office of University Counsel. Thank you for your participation in this process. If you have questions or would like to discuss this matter further, please contact me.

Sincerely,

Winston Crisp
Vice Chancellor for Student Affairs

Cc: Carolina Union
Office of the Dean of Students
Office of University Counsel