

Via Electronic and Regular Mail

November 15, 2021

Radhika Sainath, Esq.
Palestine Legal
Senior Staff Attorney

Re: Your November 8, 2021 Letter Re Palestinian Students and Employees

Dear Ms. Sainath:

On behalf of The George Washington University and its President Thomas J. LeBlanc ("GW"), I respond to your letter dated November 8, 2021 on behalf of your client Nada Elbasha, a GW employee in its Office of Advocacy and Support ("OAS"). In short, Ms. Elbasha alleges that GW violated its nondiscrimination policies and the District of Columbia Human Rights Act by, among other things, denying Palestinian students and employees access to certain services that are provided to other groups.

GW's Equal Opportunity, Nondiscrimination, Anti-Harassment and Non-Retaliation Policy ("Policy") directs employees who have such concerns to the Equal Employment Opportunity and Access ("EEOA") Office. The EEOA Office, which I direct, works to ensure compliance with the Policy by investigating complaints raised by staff through the EEO Complaint Process. We are construing your letter, which was also addressed to the EEOA Office, as a complaint under the Policy and it will be investigated in accordance with the EEO Complaint Process, which can be found here: <https://hr.gwu.edu/equal-employment-opportunity-complaint-process>. We will be in touch with Ms. Elbasha to begin that process.

Sincerely,



Vickie V. Fair
Assistant Vice President
Office of Equal Employment Opportunity and Access

Cc: President LeBlanc
Charles Barber, Esq.
Benjamin Douglas, Esq.