

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,

Akin Gump Strauss Hauer & Feld LLP  
Cleary Gottlieb Steen & Hamilton LLP  
Cooley LLP  
Cravath, Swaine & Moore LLP  
Davis Polk & Wardwell LLP  
Debevoise & Plimpton LLP  
Fried, Frank, Harris, Shriver & Jacobson LLP  
Gibson, Dunn & Crutcher LLP  
Kirkland & Ellis LLP  
Latham & Watkins LLP  
McDermott Will & Emery LLP  
Milbank LLP  
Mintz, Levin, Cohn, Ferris, Glovsky and Popeo, P.C.  
Morgan, Lewis & Bockius LLP

O'Melveny & Myers LLP  
Paul Hastings LLP  
Paul, Weiss, Rifkind, Wharton & Garrison LLP  
Proskauer Rose LLP  
Ropes & Gray LLP  
Schulte Roth + Zabel LLP  
Sidley Austin LLP  
Simpson Thacher & Bartlett LLP  
Skadden, Arps, Slate, Meagher & Flom LLP  
Sullivan & Cromwell LLP  
Wachtell, Lipton, Rosen, and Katz  
Weil, Gotshal & Manges LLP  
Willkie Farr & Gallagher LLP