

EXHIBIT I



Ren Fiss <kfiss@cca.edu>

Re: CCA policy reminder follow up

1 message

Maira Lazdins <mlazdins@cca.edu>
To: Ren Fiss <kfiss@cca.edu>

Thu, Dec 21, 2023 at 6:05 PM

Dear Ren,

I wanted to provide you with an update regarding the complaint that you submitted regarding the CES Instagram post. We have continued to look into this matter and have had conversations with the faculty member who posted the post.

We will continue to follow our procedure and take a more formal approach at this time, which is to investigate this matter using an independent investigator for this process. The investigation will determine whether or not the post violates any CCA policies and will make a recommendation for a resolution. Given how sensitive this situation is, we want to make sure that everyone feels it is a fair and neutral process.

As a temporary, remedial measure pending the investigation, we will be removing the post from the Instagram account until we have an outcome from the investigation.

We expect that the investigation will take about a week, although we recognize that it might be delayed because of the holidays. Would you be able to share your availability for an interview with the investigator on or after December 28th? I understand that it's over the winter break, so let me know if that's not an option, but at the same time, we also want to be timely.

Thanks,
Maira

On Thu, Nov 30, 2023 at 12:18 PM Maira Lazdins <mlazdins@cca.edu> wrote:

Hi Ren,

Below is the complaint that you submitted. You also attached screenshots of the post.

Thanks,
Maira

Full name: Karen Fiss

Email address: kfiss@cca.edu

Phone number: 5102068471

Date of the problem/complaint/issue: October 9(?) 2023

Have you already been in touch with HR in regards to this issue? If yes, please share the name of the HR contact: No. I was touch with Tricia Brand.

Specific problem/complaint/issue:

Critical Ethnic Studies posted on their official instagram an image of Palestinian Flags with a placard stating "Decolonization is Not a Dinner Party." I was not aware of it at first, but another (non-Jewish) colleague wrote to me of their shock at seeing it. The content of the Instagram text appears to be a thinly veiled justification for the rape, torture, beheading and brutal murders of Jews in Israel by Hamas. The message calls for "collective resistance" without condemning terrorist acts that are clearly in violation of international law. It stated "You cannot use the term "decolonize" without recognizing the toxicity and violence of settler colonialism. Decolonization is not a metaphor. Solidarity is not passive." This post was "liked" and therefore its message one assumes approved of by several of CCA's programs and the Wattis, in addition to the dean of humanities and sciences, the dean of fine arts, someone in a high position in the provost office, and other administrators and faculty. Not all my screenshots of those at CCA with administrative responsibilities who approved this post can be added to this form. I can deliver via email or otherwise.

On Wed, Nov 29, 2023 at 2:19 PM Ren Fiss <kfiss@cca.edu> wrote:

Hi Maira,

Thank you for your explanation. Could you please send me a copy of the complaint I submitted? The form did not allow me to save or receive a copy. It evidently only submitted it to your office.

Thank you

Ren

On Wed, Nov 29, 2023 at 8:01 AM Maira Lazdins <mlazdins@cca.edu> wrote:

Dear Ren,

Thank you for reaching out and sharing your perspective. The College believes that free inquiry and expression are at the heart of every academic community. While firmly rejecting hate speech, antisemitism, and Islamophobia, we also recognize there may be a spectrum of views on any given topic—and that diverging opinions on substantive issues can coexist. We understand that not everyone will agree with this approach. Our focus continues to be on modeling productive and respectful disagreement within our diverse community, while preventing direct harm to individuals or groups of people by avoiding personal attacks. The shared policies likewise reflect this balance, acknowledging both the importance of individual views and the need to avoid causing harm to others. Our focus is on communicating with and working to ensure the health and safety of the diverse community on our campus—namely our students, staff, and faculty.

We appreciate you taking the time to share your perspective.

Thank you,
Maira

On Wed, Nov 22, 2023 at 1:00 PM Maira Lazdins <mlazdins@cca.edu> wrote:

Dear Ren,

Thank you for your message and for submitting a concern in response to this email sent on Friday. I want to acknowledge that I received it and will respond more fully next week.

Thanks,
Maira

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MAIRA LAZDINS Vice President, Human Resources (she, her)
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