



UNITED STATES DEPARTMENT OF EDUCATION  
OFFICE FOR CIVIL RIGHTS, REGION IX

NOV 30 2007

Dr. Michael V. Drake  
Chancellor University of California, Irvine  
The Chancellor's Office  
510 Administration  
Irvine, CA 92697-1900

(In reply, please refer to OCR case number 09-05-2013)

Dear Chancellor Drake:

The U.S. Department of Education, Office for Civil Rights (OCR), has completed its investigation of the above-referenced complaint against the University of California, Irvine. OCR investigated whether the University discriminated on the basis of national origin, in violation of Title VI of the Civil Rights Act of 1964, 42 U.S.C. §2000d, and its implementing regulation, at 34 C.F.R. Part 100 (Title VI).

Title VI prohibits discrimination on the basis of national origin in federally assisted programs and activities. The regulation implementing Title VI, at 34 C.F.R. §100.3(a), provides, in part, that no person shall, on the ground of national origin be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any educational program or activity. The regulation implementing Title VI, at 34 C.F.R. §100.3(b)(i)-(iii), prohibits the denial of any service or benefit, the provision of different services or benefits, and separate treatment in a program on the ground of national origin.

The complainant alleged that Jewish students at the University were subjected to harassment and a hostile environment based on their national origin. In some circumstances, discrimination based on national origin, which is prohibited by Title VI, may be commingled with discrimination based on religion. OCR's jurisdiction under Title VI does not extend to allegations of discrimination on the basis of religion. However, the Assistant Secretary for Civil Rights has stated that OCR will carefully study the facts presented in a complaint and will proceed as appropriate with an investigation of a complaint involving a claim or issue of national origin discrimination, even if the complaint also has characteristics of religious discrimination.<sup>1</sup>

<sup>1</sup> December 4, 2006, letter from Stephanie Monroe, Assistant Secretary for Civil Rights, to Kenneth Marcus, United States Commission on Civil Rights, p.1.

OCR applies a different treatment analysis to allegations involving incidents perpetrated by representatives of recipients. In determining whether a student has been subjected to discrimination based on national origin, OCR examines whether an employee or agent of the recipient, acting within the scope of his or her official duties, has treated the student differently on the basis of national origin without a legitimate, nondiscriminatory reason so as to interfere with or limit the ability of the student to participate in or benefit from the services, activities or privileges provided by the recipient.

In addition, OCR may also apply a hostile environment analysis. Under this analysis, an alleged harasser need not be an agent or employee of the recipient, because this theory of liability under Title VI is premised on a recipient's general duty to provide a nondiscriminatory educational environment. A hostile environment exists if there is harassing conduct (e.g., physical, verbal, graphic, or written) that is sufficiently severe, pervasive or persistent so as to interfere with or limit the ability of an individual to participate in or benefit from the services, activities or privileges provided by a recipient. If there exists a hostile environment based on national origin and a recipient has actual or constructive notice of the hostile environment, the recipient is required to take prompt and effective responsive action.

### **Untimely Allegations**

The complainant alleged that Jewish students were harassed and subjected to a hostile environment on the basis of their national origin, regarding the following incidents, and that the University failed to respond promptly and effectively to the hostile environment. For reasons described below, OCR determined that the following allegations we investigated were untimely filed:

1. The destruction of a Holocaust Memorial display in the spring 2003.
2. A rock thrown by a child at a Jewish student wearing a T-shirt with the words "everyone loves a Jewish boy" in January 2004.
3. Harassing and threatening statements made to a Jewish student of Sephardic descent in February 2004, such as "slaughter the Jews," "dirty Jew," and "take off that pin (which had the flags of the United States and Israel with the words, "united we stand") or we'll beat your ass".
4. Harassing and threatening statements made to a Jewish student of Russian descent from fall 2000 to spring 2002, including "go back to Russia", "burn in hell", and that he was a "f----- Jew."
5. The fining of a Jewish student group for placing posters on University property during the 2003-2004 academic year.<sup>2</sup>

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<sup>2</sup> OCR found no evidence to support the allegation that the University fined a Jewish student group for placing posters on the ground during the 2003-2004 school year. This time period is inconsistent with the information provided by another Jewish student witness and with the information obtained from the

OCR procedures require that a complaint be filed within 180 days of the last act of alleged discrimination, unless the allegations constitute a continuing violation or a pattern or practice of discrimination, or unless the circumstances justify the granting of a waiver of the timeliness requirement pursuant to the provisions set forth in OCR's Case Resolution and Investigation Manual.

The complainant filed this complaint on October 12, 2004. Allegations 1 through 5 concern events that occurred more than 180 days prior to the filing date.

A complaint that is not filed with OCR within 180 days can still be considered timely where the conduct complained of constitutes a single continuing discriminatory practice. To determine whether a continuing discriminatory practice is present, OCR applies the continuing violation doctrine and the pattern or practice doctrine.

The continuing violation doctrine is applicable where the alleged acts that fall outside of the 180-day filing period and at least one alleged act that falls within the 180-day filing period constitute one unlawful discriminatory practice. In evaluating the applicability of the continuing violation doctrine, OCR determines whether the alleged acts that occurred outside of the filing period are sufficiently related to acts that occurred within the time period so that, viewed collectively, they may be said to create a single hostile environment.

OCR determined that the above-stated allegations constitute isolated acts that were unrelated to the timely alleged acts. They are dissimilar and isolated in terms of the dates of the events, the alleged victims, and the nature of the conduct itself. Accordingly, they cannot be said to create a single hostile environment. As such, the continuing violation doctrine is inapplicable and the allegations are therefore untimely.

Furthermore, in order for OCR to find a continuing discriminatory practice, at least one discriminatory act must have occurred within the 180-day timeframe. When OCR investigated the timely allegations that suggested a possible hostile environment based on national origin, OCR found, in all instances, that the University took prompt and effective action to address the incidents. Because the University's prompt and effective responses to these incidents preclude a finding of discrimination, OCR cannot apply the continuing violation doctrine to the untimely allegations.

OCR has also determined that the pattern or practice doctrine is not applicable to the above-stated allegations. Pattern or practice claims cannot be based on sporadic acts, but rather must be based on a discriminatory policy that is widespread throughout the University, one that is a routine and regular part of the University administration. As stated above, the allegations involve isolated acts. Furthermore, based on the University's prompt and effective response to complainant's timely allegations, there is

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University. OCR concluded that, based on the consistent information from these sources, the University fined a Jewish student group for a posting violation in the spring of 2002. Furthermore, OCR determined that the University fined other student groups for similar violations in 2002.

no evidence that the University implemented a systematic discriminatory policy. Accordingly, the allegations do not constitute a pattern or practice of discrimination on the part of the University.

In addition, OCR found no basis that would justify the granting of a waiver pursuant to the provisions set forth in the Case Resolution and Investigation Manual.

**Investigation of Timely and Complete Allegations:**

The complainant alleged that Jewish students were harassed and subjected to a hostile environment, on the basis of their national origin, as a result of the following incidents, and that the University failed to respond promptly and effectively to the hostile environment:<sup>3</sup>

6. Anti-Semitic speakers, campus magazine articles, symbols, marches, construction of a temporary wall to symbolize the wall in the West Bank, and other events, all of which have occurred primarily, but not solely, during "Zionist Awareness Week,"<sup>4</sup> in the month of May, commencing in 2001, and continuing through the 2006-2007 academic year.
7. The exclusion of Jewish students from participating in an anti-hate rally held in May 2004.
8. The wearing of graduation stoles by Muslim and Arab students with anti-Semitic Arabic script, in June 2004.
9. Harassing, anti-Semitic email sent to a Jewish Israeli student who was a reporter for the campus student newspaper in 2006.
10. The pushing of a Jewish Israeli student at an event sponsored by the Muslim (MSU) in May 2006.

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<sup>3</sup>OCR also investigated the complainant's allegations that the University refused to make a public statement condemning anti-Semitic speech; failed to require the MSU to adhere to the "rules of dialogue" applicable to MSU; permitted the MSU to disseminate false and inflammatory information and quotes; allowed the MSU to segregate audiences at its events by gender; and, allowed anti-Semitic MSU speakers to use the University's name on podiums. With regard to these allegations, OCR determined that the complainant adduced no evidence that the University treated Jewish student groups differently, on the basis of national origin, by condemning speakers that they invited, requiring them to adhere to policies and not requiring MSU to do so, holding them accountable when they interrupted speakers invited by MSU and not holding MSU accountable, or refusing to allow their speakers to use the University's name on podiums while allowing MSU speakers to do so. In addition, the complainant provided no evidence that the University's alleged inaction was because of or in any way motivated by any students' national origin. Furthermore, the complainant provided no information concerning the national origin of members of the MSU. Accordingly, OCR took no further action regarding these allegations.

<sup>4</sup> The title of this week of events changes from year to year.

11. The defacement of a Jewish student's flag of Israel with a swastika in May 2006, which she had displayed on her dormitory room door.
12. The intimidation of Jewish students, by Muslim and Arab students who congregated in a student lounge near the Dean of Students' office.
13. Graffiti that included swastikas at a student housing complex located on campus in October 2006, and in the men's restroom on the first floor of the Social Ecology 1 Building on December 7, 2006.

OCR determined that Allegations 6-13 were timely filed and that the complainant provided sufficient factual information for OCR to proceed with an investigation. During the course of the investigation, OCR gathered and reviewed documentary evidence from the complainant and the University. OCR conducted interviews with eighteen student witnesses identified by the complainant, as well as several community and additional student witnesses. OCR conducted on-site visits in May and September of 2006, and in May of 2007, to observe events and to interview thirteen current and former University staff. Based on the above, OCR made the following determinations.

Allegation 6: Zionist Awareness Week:

The complainant alleged that the University did not respond effectively to anti-Semitic speakers, campus magazine articles, symbols, marches and other events that occurred primarily, but not solely, during "Zionist Awareness Week" in the month of May, commencing in 2001, and continuing through the 2006-2007 academic year. OCR determined that "Zionist Awareness Week" is a series of events that in recent years has been sponsored by the MSU. According to the sponsors, the event is intended to educate students about the sponsor's views that Israel oppresses the Palestinian people. The week typically includes, on a daily basis, a rally and two speeches by invited outside speakers. Since 2004, the week has also included the display of a temporary wall constructed by the sponsoring students to symbolize the wall in the West Bank<sup>5</sup>. The temporary wall contains images and information consistent with the views of the sponsoring students.<sup>6</sup>

OCR attended a total of eleven events on the University campus in 2006 and 2007. In May 2006, OCR attended three events presented by the MSU. In May 2007, OCR attended eight events presented by the MSU. OCR also interviewed students and other witnesses who attended the events in 2004, 2005, and 2006. OCR also reviewed media reports of the events and reviewed videotapes, online video and transcripts of speeches from the events for this same time period, as well as 2007. The most recent series of events took place over two weeks in May 2007; OCR attended all presentations that took place during the second week of events.

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<sup>5</sup> In 2004, the wall was constructed by members of the Society of Arab Students; every year after 2004, the wall has been constructed by MSU members.

<sup>6</sup> The complainant also alleged that Jewish students and a Jewish professor had to change their normal route of travel to avoid the wall.

OCR determined that the featured speakers during these events were generally individuals known for strong rhetoric and criticism of the foreign policies and in some cases the existence of the State of Israel. OCR's investigation revealed that during these events many speakers criticized Israel, its governmental policies, its treatment of the Palestinians, and Jews throughout the world who support Israel.<sup>7</sup> Most speakers distinguished opposition to Zionism from opposition to Jews. Other speakers did not do so, yet their criticism of Jews was focused on their perceived support of Israel. OCR's investigation also revealed that some speakers made broad generalizations about Jews, which were offensive to Jewish students.<sup>8</sup> In addition, during these events, there were often symbols utilized that were offensive to the Jewish students, such as mock check points; green armbands; and a poster that contained a picture of a wall on which was painted a swastika, an equal sign, and the Star of David. Several students interviewed by OCR stated that they were deeply offended and, in some instances, intimidated and harassed by these events.

OCR determined that although offensive to the Jewish students, the speeches, articles, marches, symbols and other events at issue were not based on the national origin of the Jewish students, but rather based on opposition to the policies of Israel. These incidents, therefore, were not within OCR's subject matter jurisdiction.

#### Allegation 7: Exclusion from Anti-Hate Rally:

The complainant alleged that in May 2004, University officials did not respond promptly and effectively when Jewish students were excluded from participating in a University-wide anti-hate rally sponsored by the Society of Arab Students ("SAS") following the

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<sup>7</sup> For example, February 2004 speaker, "you went to a country in which there was indigenous people...you ran those indigenous people off their land, and stole their land...tell your children it was a liberation struggle; don't tell them that you murdered, raped, and pillaged," and "This ideology of Zionism is so racist, so arrogant, based on so much ignorance." From a May 2004 speaker, "There are first class Israeli citizens and there are second class Israeli citizens and most of the Israeli Palestinians who are also Muslims are the second class citizens. They do not have the rights that the Israeli Jew has." From a February 2005 speaker, "If you're a professor, and if you take a position against the apartheid state of Israel, they got snitches, comin' to your classroom." From a May 18, 2006 speaker, "They are the new Nazis...they're saying when you see an Israeli flag next to an American flag, they're saying we're with imperialism. We are down with colonialism. We are down with white supremacy," and "...you settle on stolen land, you gotta deal with the consequences. So now its time for you to live in some fear now, because you were so good at dispensing fear. You were so good at making people think that y'all was all that and the Islamic tide started coming up."

<sup>8</sup> The following excerpts from statements made on campus by Amir Abdel Malik Ali on May 18, 2006, are examples of generalizations that were offensive to Jewish students: "Liars. Straight up liars, Rupert Murdoch, Zionist Jews. The Zionist Jews own Fox News. They say that it's anti-Semitic if you say that the Zionists control the media..."; and "They got the CIA. They got the media; they got Congress"; and "You all definitely don't love children and you know why? Because you all kill them ..."; and "They have taken the concept of chosen people and fused it with the concept of white supremacy. Once you take the concept of chosen people with white supremacy and fuse them together, you will get a people who are so arrogant that they will actually make a statement and implies that [they] are the only Semites. That's arrogance and that's the type of arrogance they display every day and that's the same type of arrogance that's getting them into trouble today."

burning of the SAS's wall display.<sup>9</sup> OCR determined that the University does not dictate to student organizations whom they must invite to be designated speakers at their events. The University informed OCR that if Muslim or Arab students sought to speak at an event organized by Jewish students, the University would not require the Jewish students to allow them or the representatives of any other student organization the opportunity to speak. In addition, University officials asked SAS to include a Jewish speaker. Furthermore, OCR determined that of the 370 student organizations, only three were invited to speak, and that Jewish students attended the rally. OCR determined that the alleged treatment was not based on any student's national origin and that the University's actions did not fall within Title VI's subject matter jurisdiction over national origin-based discrimination.

#### Allegation 8: Graduation Stoles:

The complainant alleged that in June 2004, the University failed to respond promptly and effectively to Jewish students' concerns regarding stoles that Muslim and Arab students planned to wear at graduation. Specifically, the Jewish students believed that the Arabic script on the stoles was violently anti-Semitic because they associated it with terrorism against Jews and Israel. The complainant alleged that the University responded to Jewish students' concerns by pressuring Jewish student group leaders to issue a statement that minimized their concerns that the stoles were intimidating and anti-Semitic, and by chastising the Jewish students when they refused to make such a statement.<sup>10</sup>

OCR determined that University officials met with the Muslim, Arab and Jewish students to discuss the script on the stoles; in addition, University officials contacted seventeen translators who agreed that the script on the stoles carried no messages of hate or terrorism. There was no evidence to suggest that the manner in which the University addressed the concerns was in any way related to the national origin of any of the Jewish students who complained. University officials asked both the Jewish students and the Muslim and Arab students to make statements to defuse the tensions. Although the University officials expressed disappointment when the Jewish students refused to issue the statement, there was no evidence to support the allegation that the University's action was based on the national origin of the complaining Jewish students.

#### Allegation 9: E-mails to an Israeli Student:

The complainant alleged that the University failed to respond promptly and effectively to harassing, anti-Semitic email sent to a Jewish Israeli student who was a reporter for the campus student newspaper. The student attended the University from September 2004

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<sup>9</sup> The complainant also alleged that the University implicitly "praised" the student leader of SAS for denying Jewish students the opportunity to participate in the anti-hate rally, by recognizing the student for an award based on achievement and community involvement. However, the complainant provided no factual information to support a nexus between the Jewish students' denial of an opportunity to participate in the rally and the award given to the student leader of the SAS.

<sup>10</sup> The complainant also alleged that the Vice-Chancellor characterized Jewish community members who expressed concern about the stoles as "hysterical", and that an administrator publicly denied in a radio interview that Jewish students felt threatened by the graduation stoles.

through June 2007, and wrote a number of articles for the campus newspaper, in which she expressed opinions that were pro-Israel and/or critical of the MSU, its events and activities; as well as articles that were critical of Arabs and Muslims beyond the University community. In one of those articles, the student identified herself as Israeli. The student informed OCR that in 2006, she frequently received hateful and offensive anti-Semitic email in response to her newspaper articles.<sup>11</sup> According to the student, the emails came from private email accounts that appeared to be created for the purpose of keeping the sender anonymous. The student stated that she did not know or suspect who was sending the email, or if the senders were members of the campus community. She indicated that she never received such email from a University email account. She stated to OCR that she reported receipt of the email to a University administrator, who advised her to seek the University's assistance if she felt unsafe. She stated that the administrator further stated that the University could not take any action in response to the emails if the senders could not be identified. The student informed OCR that she did not believe there was anything further the University could do under the circumstances.

These incidents are within OCR's subject matter jurisdiction over discrimination based on national origin. The student publicly identified herself as an Israeli, and she alleged that she received numerous harassing messages. However, even assuming that these emails were severe, persistent or pervasive enough to constitute a hostile environment, the student's report of the assistance offered by the University administrator and his advice as to safety in the face of clearly anonymous email was sufficient evidence of a prompt and effective response.

#### Allegation 10: Pushing of Israeli Student:

The same Israeli student reporter alleged that she was pushed by a Muslim student during an event sponsored by the MSU in May 2006. A Jewish community member informed a University administrator about the incident. The University administrator contacted the student by email and notified her of resources available on campus including the Equal Opportunity and Diversity Office, counseling and campus police. The University administrator also scheduled a meeting with the student. The student described the alleged perpetrator and the University administrator recognized the description. The campus police and members of the Free Speech Advocacy Team, who were present at the event, reported that no one observed any conduct at the event that was physically endangering. The University administrator asked the Israeli student if she wanted to file a formal complaint, and the student declined. Instead, the student and the University administrator agreed that the University administrator would meet with the president of MSU to discuss the incident. OCR confirmed that the University administrator met with the president of MSU regarding the incident.

This incident is within OCR's subject matter jurisdiction over discrimination based on national origin. The student publicly identified herself as an Israeli, and was well known to members of MSU. However, even assuming that this incident occurred as alleged and

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<sup>11</sup> Examples of hate messages she said she received via email: "Jewish students are the plague of mankind," "f----- Jews" and "Jews should be finished off in the ovens."



was severe, persistent or pervasive enough to constitute a hostile environment, OCR determined that the actions taken by the University administrator to inform the Israeli student of her options and to meet with the president of the MSU, in addition to obtaining the report by campus police and the Free Speech Advocacy Team, were sufficient evidence of a prompt and effective response.

Allegation 11: Israeli Flag Defaced with Swastika:

The complainant alleged that the University failed to respond promptly and effectively when a Jewish student's flag of Israel, which she had displayed on her dormitory room door, was defaced with a swastika in May 2006. According to the student, she reported the incident to her resident advisor, who took no responsive action. However, within a week of the incident, a University administrator learned of the incident and made several attempts to meet with the student to discuss the incident. The administrator also informed the student by email of campus resources available to her in connection with the incident, including the campus police, the counseling center and the Office of Equal Opportunity and Diversity, none of which the student pursued. The student was not able to meet with the University administrator until November 2006, and by that time she decided she did not want the University to pursue the matter.

This incident is within OCR's subject matter jurisdiction, insofar as it is reasonable to assume that the perpetrator targeted the student as being of Israeli national origin by virtue of her display of a flag of that nation on her dormitory room door.<sup>12</sup> However, assuming that the flag defacement was severe, persistent or pervasive enough to constitute a hostile environment, OCR determined that the University responded promptly and effectively. The University administrator learned of this incident before receiving a complaint from the student, initiated contact with her, attempted to investigate, offered counseling and law enforcement services, and made many University resources available. The student failed to avail herself of these offers, and expressed satisfaction with the University's response. Therefore, OCR determined that the University responded in a prompt and effective manner.

Allegation 12: Student Lounge:

The complainant alleged that the University failed to respond promptly and effectively to complaints by Jewish students that the presence of Muslim and Arab students, who congregated in a student lounge near the Dean of Student's office, threatened and intimidated the Jewish students. OCR interviewed student witnesses to obtain specific information about how the use of the space by Muslim and Arab students intimidated Jewish students. The student witnesses stated that they believed that the Muslim students glared at them and they heard the Muslim students speak in Arabic, which the student witnesses did not understand. None of the student witnesses indicated that the presence of Muslim students in the lounge area created a physical obstacle or danger to the student witnesses. Accordingly, OCR determined that the information obtained was insufficient

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<sup>12</sup> The student was of Iranian descent.

to raise an inference of discrimination on the basis of national origin. Additionally, although one of the routes to the Dean of Students' office passed through this lounge area, two other routes to the office did not pass through the lounge.

Allegation 13: Swastika Graffiti at Student Housing Complex and Restroom:

The complainant alleged that in October 2006, the University failed to respond promptly and effectively to graffiti that included a swastika drawn at a student housing complex.<sup>13</sup> After investigation, OCR determined that there was insufficient evidence of a nexus between the swastika and discrimination against students based on their national origin. According to the Chief of the campus police, the police who investigated the defacement could not ascertain any connection between the incident and anti-Jewish sentiment; rather, they believed the vandalism was motivated by anger at the managers of the housing complex, who had broken up a party hosted by a resident earlier in the evening. Furthermore, the University took prompt and effective action to address the concerns. The University offered a \$1,000 reward for information leading to the identification and prosecution of the vandals. In a letter published in the campus newspaper, the Vice Chancellor for Student Affairs wrote, "We are addressing this vandalism as a top priority ... [T]he use of this symbol [the swastika] is disturbing, especially so when it appears where we live." The letter referred any students affected by the incident to the Dean of Students, so that they could be directed to the appropriate campus resources.

The complainant also alleged that the University failed to respond promptly and effectively to graffiti that included a swastika drawn at the Social Ecology 1 Building on December 12, 2006.<sup>14</sup> After investigation, OCR determined that there was insufficient evidence of a nexus between the swastika and discrimination against Jewish students on the basis of national origin. OCR determined that on December 12, 2006, an Asian employee of the University reported to the campus police that a swastika had been drawn in a men's restroom stall at the Social Ecology 1 Building, along with the words "Bitch Ass Asians". The Asian employee did not know who had defaced the restroom stall. The campus police investigated the incident immediately, but were unable to determine the culprit or the motive. Furthermore, the University removed the offending graffiti promptly thereafter. Even if there had been a nexus between the swastika and national origin-based animus against Jewish students, and assuming that the swastika's presence was severe, persistent, or pervasive enough to constitute a hostile environment, the University's response was prompt and effective.

Based on the above, OCR concludes that there is insufficient evidence to support the complainant's allegation that the University failed to respond promptly and effectively to complaints by Jewish students that they were harassed and subjected to a hostile

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<sup>13</sup> This allegation refers to the Vice Chancellor's failure to indicate that the incident was evidence of an anti-Semitic hate crime, the Vice Chancellor's statement in the student newspaper that it appeared that the incident reflected dissatisfaction with the housing complex, and the University's alleged failure to act on a suggestion to sponsor an educational forum for residents of the housing complex to make them aware of the impact of swastikas on individuals and on the campus community as a whole.

<sup>14</sup> Including that the University made no public statement about this graffiti incident.

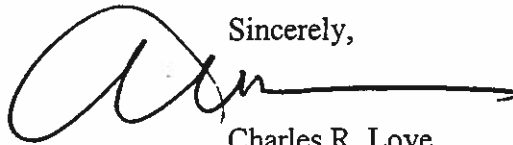
environment. Accordingly, OCR is closing this complaint as of the date of this letter. This letter is not intended, nor should it be construed, to cover any issues regarding the University's compliance with Title VI that may exist, but are not discussed herein.

A U.S. Department of Education regulation prohibits the University from harassing or intimidating an individual who has filed a complaint or participated in actions to secure protected rights. If this should occur, the individual may file a separate complaint alleging such harassment or intimidation.

Under the Freedom of Information Act, 5 U.S.C. § 552, it may be necessary to release this letter and related correspondence and records upon request. In the event that OCR receives such a request, it will seek to protect to the extent provided by law, personal information that if released could constitute an unwarranted invasion of privacy.

OCR would like to thank the University for its cooperation during the investigation of this complaint. If you have questions or concerns about this letter, please contact me at (415) 486-5555.

Sincerely,

A handwritten signature in black ink, appearing to read 'C. Love', with a long horizontal flourish extending to the right.

Charles R. Love  
Program Manager

cc: Simão Ávila  
Diane Fields Geocaris