



BROWN

MICHAEL E. CHAPMAN
Vice President
Public Affairs and University Relations

August 17, 2005

Professor Ian Ayres
Mr. Malcolm Lazin
Professor Louis Thomas
Equality Forum
1420 Locust Street, Suite 300
Philadelphia PA 19102

Dear Prof. Ayres, Mr. Lazin and Prof. Thomas:

President Ruth J. Simmons has asked me to respond to your letter of July 7, in which you invite Brown University to complete and sign a form stating our policy on proxy questions involving workplace protections for sexual orientation.

Brown University has a clear non-discrimination policy that goes beyond sexual orientation to include gender identity and gender expression in addition to other categories commonly associated with such statements. The University developed and conducts periodic reviews of its non-discrimination policy in consultation with students, faculty and other members of the campus community. Our current policy reads:

Brown University does not discriminate against any person because of race, color, religion, age, national or ethnic origin, disability, status as a veteran, sexual orientation, gender identity, gender expression, or sex, except where sex is a bona fide occupational qualification. The University will develop and from time to time update an affirmative action program and will insist on a good-faith effort on the part of its employees to comply with the program. The University will request and expect its agents and those with whom it conducts its affairs to meet the commitments of this important program.

Note that the University explicitly states that it expects third parties with whom it does business to respect its commitment to non-discrimination.

With regard to voting proxies, the Corporation of Brown University, our governing body, has established an Advisory Committee for Corporate Responsibility in Investing. That committee considers proxy questions as they arise in addition to larger questions that bear on issues of responsible investing (e.g., investments in tobacco companies). It is the expectation of the Corporation and of the University community that any proxy votes will reflect the stated policies and commitments of Brown University and will be consistent with the shared values of the University community.

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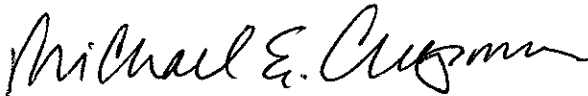
The Advisory Committee for Corporate Responsibility in Investing has a statement summarizing its position, supporting diversity but opposing quotas. That statement, approved by the Corporation, currently reads:

Equal Employment Opportunity: Support resolutions asking management to issue reports and/or release EEOC report on work force composition. Support diversity, but oppose quotas. Support equal treatment for employees regardless of sexual orientation, including domestic partner benefits for gay and lesbian employees.

The Brown Corporation is charged by our Charter of 1764 with fiduciary responsibility for the financial assets of the University, and all policies concerning the management of University assets are determined by that body.

I trust this information is responsive to your letter.

Sincerely,

A handwritten signature in black ink that reads "Michael E. Chapman". The signature is written in a cursive, flowing style.

Michael E. Chapman
Vice President
Public Affairs and University Relations