



August 10, 2005

Senior Vice President  
Administration

Ian Ayres  
Equality Forum  
1420 Locust Street, Suite 100  
Philadelphia, PA 19102

Dear Mr. Ayres

I received a copy of your letter addressed to Dr. Sample dated July 7, 2005 relating to diversity protection in the workplace. In order to address USC's position on this issue, please allow me to offer that The Board of Trustees of the University of Southern California has ratified a "Code of Ethics" document (copy enclosed) which states that the university has a commitment to protecting against all forms of discrimination. The university also has a policy on Discrimination and Harassment Complaint Procedures (copy enclosed) which states explicitly that the university is committed to maintaining an environment free from employment discrimination based on, among other categories, sexual orientation. The University's commitment to protect all persons is an important element of its ethics, and I hope you will agree that we have documented that commitment well.

Sincerely,

A handwritten signature in black ink, reading "Dennis F. Dougherty", is positioned above the typed name.

Dennis F. Dougherty  
Senior Vice President  
Administration

Enclosures

cc: Malcomb Lazin  
Louis Thomas