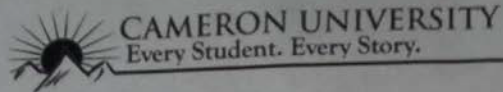


EXHIBIT 6

February 28, 2014 Letter



EQUAL OPPORTUNITY OFFICER
TITLE IX COORDINATOR

February 28, 2014

Mr. Daniel Harper
[REDACTED]

Dear Mr. Harper:

The purpose of this letter is to convey to you the findings of my investigation into the complaint filed against you alleging that the distribution and posting of flyers constituted discrimination based on religious beliefs.

FINDINGS

The investigation in this matter was to determine if discrimination had occurred based on religion. After thoroughly reviewing the anecdotal and documentary evidence, the findings from the investigation are provided below:

Having reviewed policy **10.6 DISCRIMINATION (FOR OTHER THAN SEXUAL OR RACIAL/ETHNIC HARASSMENT)** and having followed the procedures outlined at **10.7 EQUAL OPPORTUNITY GRIEVANCE PROCEDURE** in the Employee Handbook the finding in this matter is as follows:

10.7.7.3 DETERMINATION OF IMPROPRIETY

The basic values of religious freedom are provided to every citizen of our country. The determination in this case was that the distribution of a flyer that was specifically created to denounce another person's religious beliefs by publically displaying and distributing the flyer resulted in discrimination based on religion.

RECOMMENDATIONS

1. Mr. Harper has already agreed to stop distributing the flyers detailed in this report.
2. Mr. Nieto and his group as well as Mr. Harper should continue to be respectful to each other and understand that religious freedom provides everyone the right to interpret religious beliefs to their own satisfaction.
3. All individuals are reminded that they need to be more respectful of anyone they approach on campus. If an individual does not wish to interact, then move on immediately.
4. Any person that is considered to be interfering with the educational mission of the University may be asked to leave campus.

If you do not agree with this finding and wish to appeal this determination please contact me within fifteen (15) days and I will assist you with the appeal process.

Sincerely,

Thomas R. Russell, Equal Opportunity Officer

C: Dr. John McArthur, President

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