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[www.SLFLiberty.org](http://www.SLFLiberty.org)

May 29, 2025

**VIA EMAIL**

Elene Garrison  
General Counsel  
University of North Georgia  
[Elene.Garrison@ung.edu](mailto:Elene.Garrison@ung.edu)

Re: Follow Up: Title IX and Gender Discrimination Policies: Impact on Free Speech

Dear Ms. Garrison

Thank you for your response to our May 8, 2025, letter regarding concerns about University of North Georgia's Title IX and Gender Discrimination policies. We are glad to hear that you are taking the matter seriously and recognize the significance of the issues we raised. We also appreciate your ongoing efforts to assure compliance with federal law and to protect the free exchange of ideas at UNG, as protected by the First Amendment.

Although not mentioned in your response, we noticed that you disabled or removed your Gender Discrimination webpage.<sup>1</sup> We hope that this is UNG's first step toward revising its policies to conform with the First Amendment rights of students at the University, Title IX, and Executive Order 14168. But together with Young America's Foundation (YAF), we are concerned about whether students at UNG are aware of this change. Did UNG notify its students of the removal? Otherwise, the First Amendment rights of a student who reviewed the webpage last month could remain chilled.

We also remain concerned about whether UNG's removal of the Gender Discrimination webpage will impact how UNG applies its Title IX, "Sexual Misconduct Policy" and other related policies.<sup>2</sup> While the removal of certain examples of discrimination from UNG's website is helpful, we wonder if UNG's Title IX coordinator would still view a student's use of biologically accurate pronouns when identifying a transgender individual as evidence of hostile environment harassment or gender discrimination. Likewise, would UNG deem remarks that may be viewed as rude, offensive, or hostile toward transgenderism as speech or conduct sufficient to support a claim of hostile environment harassment or gender discrimination.

Finally, removal of a webpage does not equate with formal removal or amendment of UNG's policies. We inquire whether UNG will adopt and apply a Title IX policy in accord with

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<sup>1</sup> See [Gender Discrimination](https://web.archive.org/web/20250304002346/https://ung.edu/title-ix/gender-discrimination.php) at <https://web.archive.org/web/20250304002346/https://ung.edu/title-ix/gender-discrimination.php>.

<sup>2</sup> Sexual Misconduct Policy at §§ II.P, II.Q, III.A, University of North Georgia (July 2024) (available at: <https://northgeorgia.policystat.com/policy/15921150/latest/>).

Executive Order 14168: Defending Women from Gender Ideology Extremism and Restoring Biological Truth to the Federal Government by defining “sex” as “an individual’s immutable biological classification as either male or female” so as to end the “ongoing and purposeful attack against the ordinary and longstanding use and understanding of biological and scientific terms.” We ask these questions to gain a sense of whether the removal of the Gender Discrimination webpage is a change in substance or only a change in appearance and form.

Again, SLF appreciates UNG’s ongoing efforts to review its policies and websites to ensure compliance with federal and state law, as well as constitutional, First Amendment principles. We look forward to continuing dialogue with you on these issues and remain ready to assist UNG as it navigates these laws.

Sincerely,

A handwritten signature in black ink that reads "Kimberly S. Hermann". The signature is written in a cursive, flowing style.

Kimberly S. Hermann  
President  
Southeastern Legal  
Foundation