

FEB 17 2016



February 10, 2016

Via CMRRR# 9414726699042060265929

Sam Grover
Staff Attorney
Freedom from Religion Foundation
P.O. Box 750
Madison, WI 53701

Re: Hurst-Euless-Bedford Independent School District

Dear Mr. Grover:

This law firm represents the Hurst-Euless-Bedford Independent School District. This letter is in response to a letter from you dated January 25, 2016, in which you allege that the District failed to meet its constitutional obligations due to a third party performing a prayer at the HEBISD convocation attended by employees.

First, I would like to make clear my position that the District has not violated any laws regarding religion. That being said, the District appreciates your correspondence. The District administration has taken appropriate measures to make certain future speakers are reminded of the District's policy and practice to not promote a specific religion. As you know, governmental entities must strike a delicate balance between not promoting religion while also taking care not to restrict any individual's right to exercise their religion. The District's primary focus is and will remain the education of students, while attempting to maintain this balance for both students and employees.

To your contention that another adult praying at a meeting of employees could be "perceived as workplace harassment," we hope that any employee who may feel this way will avail themselves of the District policies strictly prohibiting illegal workplace harassment. The District cannot specifically address the concerns of any individual unless and until that individual makes such concerns known to the administration.

Moreover, the District will continue to adhere to federal and state law, in conjunction with local policy, to ensure compliance with the constitutional principle of separation of church and state.

I trust that this response will satisfy your concerns. Please feel free to contact me if you have any questions or concerns regarding this matter.

Sam Grover
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Sincerely,

A handwritten signature in black ink, appearing to read 'DR' with a long horizontal stroke extending to the right.

Deron T. Robinson
Attorney at Law

cc: *Via Email*
Dr. Steven Chapman, Superintendent
Hurst-Euless-Bedford Independent School District