



VIA E-MAIL: Chris@ffrf.org

Christopher Line, Esq.  
Freedom from Religion Foundation  
P.O. Box 750  
Madison, Wisconsin 53701

RE: Response to January 24, 2023 Correspondence

Dear Mr. Line:

Thank you for your January 24, 2023 correspondence, in which you identified concerns about the use of prayer in the University of Colorado's football program. Chancellor DiStefano asked me to respond on his behalf.

The University of Colorado is committed to ensuring that the member of its community are not discriminated as they participate in university-sponsored activities, whether educational, athletic, or extracurricular. Our policies specifically include prohibitions upon discrimination on the basis of creed or religion. As a public institution, University of Colorado recognizes its obligations under the First Amendment to avoid state-sponsored endorsement of religion under the Establishment Clause, while at the same time recognizing that members of our community who hold religious beliefs are free to express them within the boundaries that the United States Supreme Court recently clarified in *Kennedy v. Bremerton Sch. Dist.*, 142 S. Ct. 2407 (2022).

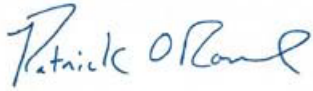
The campus Office of Institutional Equity and Compliance is responsible for providing training on our non-discrimination policies, including the requirements of both the Establishment Clause and Free Exercise Clause. Last Friday, the Office of Institutional Equity and Compliance personally met with Coach Sanders to provide guidance on the non-discrimination policies, including guidance on the the boundaries in which players and coaches may and may not engage in religious expression. Coach Sanders was very receptive to this training and came away from it with a better understanding of the University of Colorado's policies and the requirements of the Establishment Clause. The Office of Institutional Equity has also trained the other coaches on the football staff. These trainings will be reinforced through additional events the Athletics Department's compliance program offers on a regular basis.

In your letter, you did not identify that any members of the University of Colorado's football program voiced a specific concern to you or the Freedom from Religion Foundation about having been coerced to participate in religious expression. If, in the future, any member of the football program (or any other person) raises any such concern, please direct them to Office of Institutional Equity and Compliance so that the campus can take appropriate action. An online reporting form can be found at [https://cuboulder.qualtrics.com/jfe/form/SV\\_0PnqVK4kkJIJZnf](https://cuboulder.qualtrics.com/jfe/form/SV_0PnqVK4kkJIJZnf)

Christopher Line, Esq.  
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Thank you again for reaching out. Please do not hesitate to contact me with any questions or concerns.

Sincerely,

A handwritten signature in blue ink that reads "Patrick O'Rourke". The signature is written in a cursive style with a large initial "P" and "O".

Patrick T. O'Rourke  
Executive Vice Chancellor and Chief Operating Officer  
University of Colorado Boulder