

**From:** Lawrence Krauss <[REDACTED]>

**To:** Carla Mahnke <[REDACTED]>

**Cc:** Lawrence Krauss <[REDACTED]>

**Subject:** Re: Question regarding process.

**Date:** Mon, 05 Mar 2018 22:33:45 +0000

**Attachments:** U4934434\_Krauss,\_Lawrence\_03Oct2017.pdf; Policy\_Documents.pdf;  
U4934434\_Krauss,\_Lawrence\_Outcome\_of\_Review\_26Oct2017.pdf

**Inline-Images:** image002.png

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Dear Carla:

This shocks me very much. I provided both ANU reports to the University following your investigation, and I am frankly amazed that your office wouldn't be aware of them. The thought that the office would reopen an investigation based on the BuzzFeed article and not previously reopen it based on possibly exculpatory information that was obtained from essentially the same witnesses that was provided to the University 3 months ago is of some concern.

In any case, I am happy to provide you now with both the original letter from ANU, which provided the details of the original complaint, and the final report which essentially dismissed the complaint. I believe you will find there all the information you might glean from repeating the process again. I truly think this should settle the issue, but you probably don't think I am objective about this. (I believe I am :)).

In any case, could you contact me following receipt and digestion of this information by you and your office? I am very concerned about the process now being driven by Internet news and not having been soberly concluded based on true impartial investigation that has already been carried out without the bias and agenda that clearly governed the BuzzFeed goals. I want to feel that an external review of this process would find it fair, and appropriate.

Lawrence

Initial correspondence and complaint from ANU:

Begin forwarded message:

**From:** Kiaran Kirk <[REDACTED]>

**Subject:** Suspension of ANU Honorary Academic Appointment

**Date:** October 2, 2017 at 11:53:19 PM PDT

**To:** "[REDACTED]" <[REDACTED]>

**Cc:** Nadine White <[REDACTED]>, Matthew Colless <[REDACTED]>

Dear Professor Krauss

Please find attached a letter advising you of the suspension of your Honorary Academic Appointment at the ANU, pending an investigation by the University of a complaint made against you regarding an incident at the Australian Sceptics Convention in November 2016.

I have also attached, in a single file, the relevant ANU Policy Documents.

Yours sincerely,

Kiaran Kirk

**Professor Kiaran Kirk**  
Dean  
ANU College of Science  
The Australian National University

Executive Assistant: [Angela Ryan](#)

T: [REDACTED] | E: [REDACTED]

CRICOS Provider #00120C



Subsequent interim letter:

Begin forwarded message:

**From:** Kiaran Kirk <[REDACTED]>  
**Subject:** Re: Suspension of ANU Honorary Academic Appointment  
**Date:** October 20, 2017 at 12:18:09 AM PDT  
**To:** Lawrence Krauss <[REDACTED]>

Dear Professor Krauss,

I have now been able to speak with the relevant person in HR.

Complaints such as these arise rarely, and there is not a specific document outlining the protocol that is followed.

The University is committed to reviewing such matters thoroughly. If there has been an allegation of a potential breach of the code of conduct by an honorary academic, the guiding principle is that the university ensures substantive and procedural fairness to all parties. Allegations are provided to the honorary academic in writing and he or she is then provided with an opportunity to lodge a response. This response and other relevant materials are reviewed by the nominated delegate (in this case, me). Based on the response received the nominated delegate may seek further information from relevant parties giving, in each case, a reasonable time to respond. Once all the information has been received the delegate makes a determination and then communicates this, with the reasons for the decision, to both the complainant and the honorary academic.

The Visiting and Honorary Appointments Policy and Procedure was included in documentation sent to you on 3 October 2017, and I have, for convenience, included the documentation as an attachment to this email.

With regard to this particular matter, I would hope to communicate the outcome to you next week.

Yours sincerely,

Kiaran Kirk

**Professor Kiaran Kirk**  
Dean  
ANU College of Science  
The Australian National University  
Canberra ACT 2601 AUSTRALIA

Executive Assistant: [Angela Ryan](#)

T: [REDACTED] | E: [REDACTED]

The final result of the investigation leading to reinstatement of my appointment. I believe you will see that it addresses everything that a new investigation might uncover, including having reached to the alleged witnesses.

Begin forwarded message:

**From:** Kiaran Kirk <[REDACTED]>  
**Subject:** Reinstatement of ANU Honorary Academic Appointment  
**Date:** October 26, 2017 at 4:45:06 AM PDT  
**To:** "[REDACTED]" <[REDACTED]>  
**Cc:** Nadine White <[REDACTED]>, Melissa Austin <[REDACTED]>, Matthew Colless <[REDACTED]>

Dear Professor Krauss

Please find attached a letter advising you of the outcome of the University's investigation into the allegation against you of a breach of the ANU Code of Conduct.

Yours sincerely,

Kiaran Kirk

**Professor Kiaran Kirk**  
Dean  
ANU College of Science  
The Australian National University  
[REDACTED]

Executive Assistant: [Angela Ryan](#)

T: [REDACTED] | E: [REDACTED]

**Lawrence M. Krauss**  
**Director, The Origins Project at ASU**  
**Co-Director, Cosmology Initiative**  
**Foundation Professor**  
School of Earth & Space Exploration and Physics Department  
Arizona State University, [REDACTED]  
[REDACTED]  
[REDACTED] | [REDACTED] | [REDACTED]

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On Mar 5, 2018, at 1:20 PM, Carla Mahnke <[REDACTED]> wrote:

Good Afternoon Dr. Krauss,

You will be given an opportunity to respond to all information gathered and are welcome to provide me with names of individuals whom you feel have relevant information and should be interviewed. In the meantime, if you would like to view the photograph I am happy to arrange a time for you to do so.

I have not reviewed a copy of the ANU report that you mention below. Is this something that you can send to me so I can review the information contained within?

Thanks,  
Carla

**Carla Mahnke, Ed.D.**  
Sr EEO Consultant  
Office of Equity and Inclusion  
Arizona State University

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#1 ASU #2 Stanford #3 MIT  
—U.S. News & World Report

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**From:** Lawrence Krauss [mailto:[REDACTED]]  
**Sent:** Monday, March 5, 2018 12:17 PM  
**To:** Carla Mahnke <[REDACTED]>; Cynthia Jewett <[REDACTED]>  
**Cc:** Lawrence Krauss <[REDACTED]>  
**Subject:** Question regarding process.

I find this very surprising and concerning, given the nature of the source. Are you reopening an investigation because of a BuzzFeed article? Did the new alleged witnesses contact ASU directly with an independent complaint or to offer new information to you? Is there justification for reopening an investigation without a new complaint or offer of information? Is your office planning to scour the internet in search of claims about me or anyone else at ASU in order to initiate investigations?

Following on these questions, and depending on your response to them, I should add that, as I believe you are aware, ANU carried out their own independent investigation under the leadership of Dean Kieran Kirk. Over a period of one month, they contacted the alleged witness or witnesses and the organizers of the meeting, and uncovered inconsistencies in the emerging narrative that emerged, and after this investigation they too dismissed the allegation as unsubstantiated. This was not mentioned in the BuzzFeed article, in spite of the fact that they were aware of it, but I did send the report to Cynthia Jewett at ASU, cc'd here. I would assume that this would not only impact on the credibility of claimed witnesses, but I would also suggest that Dean Kirk and his team are at least as equally credible as sources of information as BuzzFeed.

I appreciate your attention to these questions. My concerns about this procedure are significant.

Lawrence

**Lawrence M. Krauss**  
**Director, The Origins Project at ASU**  
**Co-Director, Cosmology Initiative**  
**Foundation Professor**

School of Earth & Space Exploration and Physics Department  
Arizona State University, [REDACTED]

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<image001.png>

On Mar 5, 2018, at 9:53 AM, Carla Mahnke <[REDACTED]> wrote:

Hello Dr. Krauss,

I am unable to send you a copy of the photograph that was submitted to my office. However, I am glad to schedule a time for you to view the photograph in my office. Just so you are aware, this is the same photograph that I shared with you when we met in your office on August 24, 2017.

I would also like to inform you that my office is re-opening the investigation that I conducted last year given new information disclosed in a recent news article. This article provided the names of two new eyewitnesses, Michael Marshall and Jo Alabaster, who reported observing the alleged behavior/conduct at the 2016 Australian Skeptics Convention.

I have attached a Notice of Investigation and university policies and procedures to this email.

Thank you,  
Carla

**Carla Mahnke, Ed.D.**

Sr EEO Consultant  
Office of Equity and Inclusion  
Arizona State University



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#1 ASU #2 Stanford #3 MIT  
—U.S. News & World Report

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**From:** Lawrence Krauss [[mailto:\[REDACTED\]](mailto:[REDACTED])]  
**Sent:** Saturday, March 3, 2018 4:49 PM  
**To:** Carla Mahnke <[REDACTED]>  
**Subject:** Re: Office of Equity and Inclusion

Dear Carla:

Would it be possible to forward me a copy of the selfie photograph from the complaint that was resolved in August? I have no copy of it, and keep reading about it.

Thanks.

Lawrence

**Lawrence M. Krauss**

**Director, The Origins Project at ASU**

**Co-Director, Cosmology Initiative**

**Foundation Professor**

School of Earth & Space Exploration and Physics Department

Arizona State University, [REDACTED]

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<image001.png>

On Oct 6, 2017, at 8:55 AM, Carla Mahnke <[REDACTED]> wrote:

Hi Dr. Krauss,

During our phone conversation on August 25<sup>th</sup> I informed you of my finding, that there was no violation of university policy. I had not yet completed my summary of the inquiry in a memorandum. My memorandum concludes the inquiry/investigative process.

I hope this helps to clarify our interaction and the other remaining steps outlined in P20 procedures:<https://provost.asu.edu/policies/procedures/p20>.

Glad to discuss further if needed.

Carla

Carla Mahnke, Ed.D.

Office of Equity and Inclusion

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**From:** Lawrence Krauss [[mailto:\[REDACTED\]](mailto:[REDACTED])]

**Sent:** Friday, October 6, 2017 8:49 AM

**To:** Carla Mahnke <[REDACTED]>

**Subject:** Re: Office of Equity and Inclusion

I thought it had been concluded awhile ago. At least according to our conversation.

**Lawrence M. Krauss**  
**Director, The Origins Project at ASU**  
**Foundation Professor**  
School of Earth & Space Exploration and Physics Department  
Arizona State University, [REDACTED]

<image001.png>

Sent from my iPhone

On Oct 6, 2017, at 8:43 AM, Carla Mahnke <[REDACTED]> wrote:

Good Morning Dr. Krauss,

I am writing to let you know that I have concluded my inquiry. A memorandum with a summary of my findings has been submitted to the Provost Office for a final determination.

Information regarding the final outcome will be sent to you via email.

All the best,  
Carla

Carla Mahnke, [REDACTED].  
Office of Equity and Inclusion  
[REDACTED]

<Notice of Investigation - Krauss.pdf><ACD 401 - Prohibition Against Discrimination, Harassment, and Retaliatio....pdf><P20 - Investigation Procedures.pdf>