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To: Lawrence Krauss <[REDACTED]>

Subject:

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An Investigation by the University of Professor Krauss' behavior at ASU has not substantiated any violations of University policy warranting dismissal or further sanctions against Professor Krauss. None of his numerous students, faculty colleagues, or postdoctoral researcher that he has worked with during his time at ASU at has issued any complaints against Prof. Krauss, nor were there complaints raised by any of the many participants in his Origins Project events over the past decade. Professor Krauss has made significant contributions to teaching, research, and public outreach at ASU over the past decade, during which he has helped significantly raised the public profile of the Institution. As Director of Origins, he created a unique program that brought world class scientists, scholars, and celebrities to ASU to share their insights, create new research programs and excited and educate the public about foundational questions of great relevance for dealing with the challenges of the 21st century. As a Professor he helped build and create an outstanding research program in Cosmology at ASU, and his classes at Barrett honors college has received positive reviews. Through his many efforts at public outreach, he has inspired individuals around the world to better appreciate the world around them.

Nevertheless, ASU takes all allegations of sexual misconduct seriously and the University fulfilled all its legal obligations to investigate allegations of misconduct by acting promptly to ensure the safety of students, staff, and members of the general public following complaints originating with BuzzFeed magazine in February of this year. The University Office of Equity and Inclusion completed their investigation in July and determined that the 'preponderance of the evidence' available at the time of their Investigation supported an allegation of inappropriate touching of an individual during the taking of a 'selfie' photograph at a Skeptics event in Australia in 2016. This individual did not think the action warranted a complaint but a bystander thought otherwise and filed a complaint As a result ASU did not renew Prof. Krauss' appointment as Director of the Origins Project and his endowed appointment as Foundation Professor. Professor Krauss continues to defend his behavior and provided what he felt was new evidence for consideration by the University after the OEI Investigation concluded. Hthe University has found it unnecessary to reopen their investigation at this time.

For these reasons, Professor Krauss' period of administrative leave is thus lifted effective immediately.

Prof. Krauss and the University have recognized that stories regarding this now widely covered issue may persist independent of their possible verity, and y concluded that w Professor Krauss may be best off if he concentrated on of his remaining , research, and service activities at another instistiuion . As a result, Professor Krauss and the University have agreed that:

(a) For the remainder of the 2018-2019 academic year, Prof. Krauss, will effetically be on sabatical of 18 months duration

(c) Following that period, Professor Krauss will retire from his teaching and service responsibilities at the University on his 66th birthday. Professor Krauss and ASU have agreed on a mutually acceptable

severance package that he will receive at that time.

(d) At that time, Professor Krauss will assume Emeritus status at ASU,

Both Prof. Krauss and ASU have agreed that this path forward is equitable. ASU acknowledges the difficulties the University's actions over the past year have caused for his professional and private life, and Prof. Krauss understands the liability concerns of the University and their need to seriously address all allegations they receive regarding conduct inside and outside the Institution.

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please note

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