

EXHIBIT 12

To: Kilburn, Lilia
Cc: Yun, Jacqueline[jyun@fas.harvard.edu]; Povich, Ilissa Kimball
From: Shaffer, Jessica L[/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=57EEE61217BE411BAEC741D3801FB5BD-JES7164]
Sent: Fri 9/25/2020 7:35:26 PM (UTC)
Subject: RE: FAS FAC ANTHRO 05-18-20

Hi Lilia,

Thank you for your email. I am writing to confirm receipt of the eight potential witness names (and relevant contact information) that you submitted. Your email will be redacted pursuant to the Family Educational Rights and Privacy Act ("FERPA") to remove personally identifying information of students and will be provided to Respondent. I will share with you shortly the list of witnesses identified by Respondent, and we will provide you the names of any additional witnesses identified by ODR when we identify them.

Based on the information you provided to date in the investigation, we will seek to confirm the survey with [redacted] and the text messages with [redacted] dated May 2, 2019. Please provide [redacted] email address, as we understand she is no longer affiliated with Harvard. You do not need to provide any phone numbers for witnesses at this time.

Do not hesitate to let us know if you have any questions.

Best,
Jessica

Jessica L. Shaffer
ODR Fellow
[Office for Dispute Resolution](#)

This message is intended for the designated recipient(s). It may contain confidential or proprietary information and may be subject to confidentiality protections. If you are not a designated recipient, you may not review, copy or distribute this message or any information it contains. If you receive this in error, please notify the sender by reply e-mail and delete this message. Thank you.

From: Kilburn, Lilia <[redacted]>
Sent: Friday, September 25, 2020 2:22 PM
To: Shaffer, Jessica L <[redacted]>
Cc: Yun, Jacqueline <[redacted]>; Povich, Ilissa Kimball <[redacted]>
Subject: Re: FAS FAC ANTHRO 05-18-20

Dear Jessica,

Thank you for this reminder. I think the following would make sense as a first set of people for you to speak to; I'll attach email addresses for non-Harvard people, but please let me know if you'd like phone numbers also:



For confirming text messages and the survey, how would you like to go about that? Should I email people with you CCed?

Warm wishes,
Lilia

On Mon, Sep 21, 2020 at 10:24 AM Shaffer, Jessica L <[redacted]> wrote:
Hi Lilia,

I am writing to share with you one document, an email, which Respondent submitted on September 19 to ODR. Please find it attached. If you have any questions, do not hesitate to reach out.

Best,
Jessica

Jessica L. Shaffer
ODR Fellow
[Office for Dispute Resolution](#)

This message is intended for the designated recipient(s). It may contain confidential or proprietary information and may be subject to confidentiality protections. If you are not a designated recipient, you may not review, copy or distribute this message or any information it contains. If you receive this in error, please notify the sender by reply e-mail and delete this message. Thank you.

From: Shaffer, Jessica L
Sent: Friday, September 18, 2020 5:00 PM
To: Kilburn, Lilia <[REDACTED]>
Cc: Yun, Jacqueline <[REDACTED]>; Povich, Ilissa Kimball <[REDACTED]>
Subject: FAS FAC ANTHRO 05-18-20

Hi Lilia,

As an update on your case, ODR concluded Respondent's post-Response interview today as scheduled. I am writing to remind you of ODR's expectation that both you and Respondent will provide us with any additional witness names and documentation (including text messages, email messages, and social media messages) that may be relevant to the investigation within one week. If there are any witnesses you feel we should speak to or documentation that you feel would be helpful to the investigation that you have not already provided, please provide us this information by the close of business on **Friday, September 25**.

Please feel free to let us know if you have any questions.

Best,
Jessica

Jessica L. Shaffer
ODR Fellow
[Office for Dispute Resolution](#)
Tel: [REDACTED]
[REDACTED]
www.odr.harvard.edu

Pronouns: she, her, hers

This message is intended for the designated recipient(s). It may contain confidential or proprietary information and may be subject to confidentiality protections. If you are not a designated recipient, you may not review, copy or distribute this message or any information it contains. If you receive this in error, please notify the sender by reply e-mail and delete this message. Thank you.

NOTE: Due to ongoing concerns posed by [coronavirus \(COVID-19\)](#), ODR staff has moved its operations offsite until further notice. ODR's impartial, professional investigative process will continue using telephonic and other remote communications technology.