

Non-Responsive Record: Sarah Flores Transmitting Email to OIP

----- Forwarded message -----

From: **Sarah Isgur Flores** (b) (6)
Date: Thu, Mar 2, 2017 at 12:03 AM
Subject: Fwd:
To: <sarah.isgur.flores@usdoj.gov>

----- Forwarded message -----

From: **Sarah Isgur Flores** (b) (6)
Date: Tue, Feb 28, 2017 at 2:36 PM
Subject: Re:
To: "Sims, Clifton D. EOP/WHO" <clifton.d.sims@who.eop.gov>

(b) (5)

[REDACTED]

On Tue, Feb 28, 2017 at 2:31 PM -0500, "Sims, Clifton D. EOP/WHO" <Clifton.D.Sims@who.eop.gov> wrote:

<https://mobile.nytimes.com/2017/02/28/us/politics/jeff-sessions-crime.html?hp&action=click&pgtype=Homepage&clickSource=story-heading&module=b-lede-package->

region®ion=top-news&WT.nav=top-news&referer=

--

Sarah Isgur Flores

(b) (6)

@whignewtons

Non-Responsive Record: Sarah Flores Transmitting Email to OIP

----- Forwarded message -----

From: **Sarah Isgur Flores** (b) (6)
Date: Thu, Mar 9, 2017 at 1:30 PM
Subject: Fwd: VP- Women's History Month
To: Flores, Sarah Isgur (OPA) <sarah.isgur.flores@usdoj.gov>

----- Forwarded message -----

From: **Castillo, Andeliz N. EOP/OVP** <Andeliz.N.Castillo@ovp.eop.gov>
Date: Thu, Mar 2, 2017 at 5:07 PM
Subject: VP- Women's History Month
To: (b)(6): Sarah Flores personal email

Hi Sarah,

I worked for Vice President Pence (and work with Sarah Makin) and I was wondering if we can schedule some time to chat via phone over the next few days about Women's History Month.

Please let me know what's convenient for you.

Thanks,

Andeliz Castillo
Special Assistant to the President
Deputy Director of Public Liaison and Intergovernmental Affairs to the Vice President

Sarah Isgur Flores

(b) (6)

@whignewtons

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----- Forwarded message -----

From: **Sarah Isgur Flores** (b) (6) >
Date: Mon, Mar 27, 2017 at 10:48 AM
Subject: Fwd: Talkers on DOJ handling of sanctuary cities
To: Flores, Sarah Isgur (OPA) <sarah.isgur.flores@usdoj.gov>

----- Forwarded message -----

From: **Sims, Clifton D. EOP/WHO** <Clifton.D.Sims@who.eop.gov>
Date: Mon, Mar 27, 2017 at 8:38 AM
Subject: Talkers on DOJ handling of sanctuary cities
To: Sarah Isgur Flores (b) (6) >

Good morning! I understand the AG is coming to the WH today to brief the press on how the DOJ is planning to handle sanctuary cities going forward. Do you have talking points for this that we can use?

--

Sarah Isgur Flores
(b) (6)
@whignewtons

Non-Responsive Record: Sarah Flores Transmitting Email to OIP

----- Forwarded message -----

From: **Carr, Peter (OPA)** <Peter.Carr@usdoj.gov>

Date: Wed, Feb 8, 2017 at 10:23 AM

Subject: Re: Proposed JCON message

To: Hunt, Jody (CIV) <Jody.Hunt2@usdoj.gov>

Cc: (b)(6): Sarah Flores personal email Terwilliger, Zachary (ODAG)
<Zachary.Terwilliger2@usdoj.gov>

Defer to you all, but this is fairly standard and is only requesting people to line up in the hall on the first floor as we discussed yesterday. It gives those who would like to see him the opportunity to be there.

On Feb 8, 2017, at 10:12 AM, Hunt, Jody (CIV) <JHunt@CIV.USDOJ.GOV> wrote:

I was under the impression that we were just going to have a low key get folks out on floor one. Perhaps we should discuss further pros and cons of a Department wide message like this.

Sent from my Verizon Wireless 4G LTE smartphone

----- Original message -----

From: "Carr, Peter (OPA)" <pcarr@jmd.usdoj.gov>

Date: 2/8/2017 10:05 AM (GMT-05:00)

To: (b)(6): Sarah Flores personal email, "Hunt, Jody (CIV)" <JHunt@CIV.USDOJ.GOV>, "Terwilliger, Zachary (ODAG)" <zterwilliger@jmd.usdoj.gov>

Subject: Fwd: Proposed JCON message

Aside from adjusting the time to reflect when he's actually going to arrive, this looks good to me. Let me know if you have any edits.

to me. Let me know if you have any edits.

Begin forwarded message:

From: "Kivlen, Glenn (JMD)" <gkivlen@jmd.usdoj.gov>
Date: February 8, 2017 at 9:46:07 AM EST
To: "Carr, Peter (OPA)" <pcarr@jmd.usdoj.gov>, "McGowan, Ashley L. (OPA) (JMD)" <Ashley.L.McGowan@usdoj.gov>
Subject: **Proposed JCON message**

Peter and Ashley,

Please see below for a proposed JCON message to send to all employees tomorrow morning.

Please feel free to edit as appropriate.

Please let me know if you have any questions.

Thanks,

Glenn Kivlen

Assistant Director, Programs and Events

U.S. Department of Justice

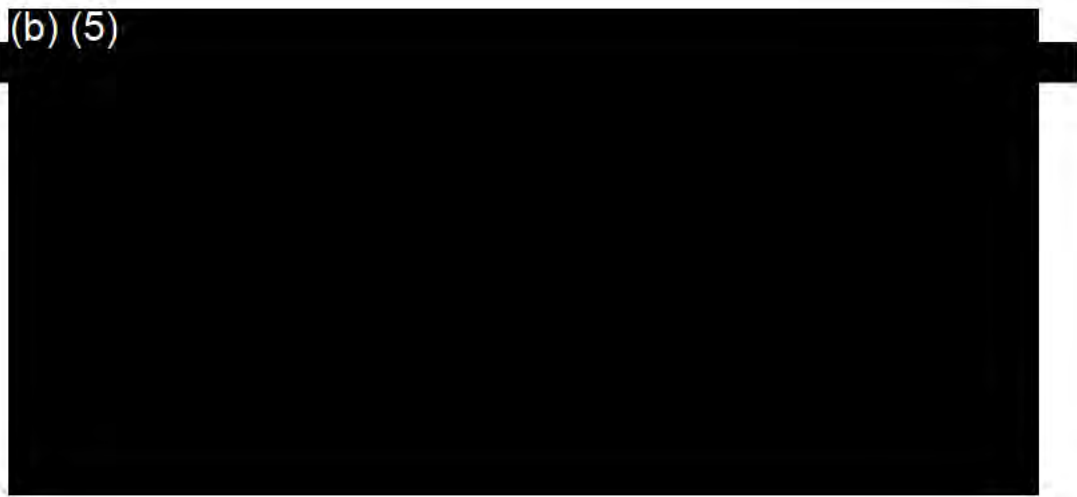
Justice Management Division, Human Resources

(202) 616-5180

(b) (5)



(b) (5)



Non-Responsive Record: Sarah Flores Transmitting Email to OIP

----- Forwarded message -----

From: Sarah Isgur Flores (b) (6)
Date: Wed, Feb 8, 2017 at 1:44 PM
Subject: Re: FW: updated video setup
To: Carr, Peter (OPA) <Peter.Carr@usdoj.gov>

i really like this.

On Wed, Feb 8, 2017 at 1:31 PM, Carr, Peter (OPA) <Peter.Carr@usdoj.gov> wrote:

Here's the updated shot. Let me know if you're planning to come over for this. I'll be meeting Jody close to three to greet JBS when he arrives and take him up to the studio.

From: McGowan, Ashley L. (OPA)
Sent: Wednesday, February 08, 2017 1:29 PM
To: Carr, Peter (OPA) <pcarr@jmd.usdoj.gov>
Subject: updated video setup

Photo of the updated video setup is attached.

From: MacLeod, Lisa (JMD)
Sent: Wednesday, February 08, 2017 1:24 PM
To: McGowan, Ashley L. (OPA) <almcgowan@jmd.usdoj.gov>
Subject: FW:

Subject: [REDACTED]

Sent from Lisa MacLeod's iPhone

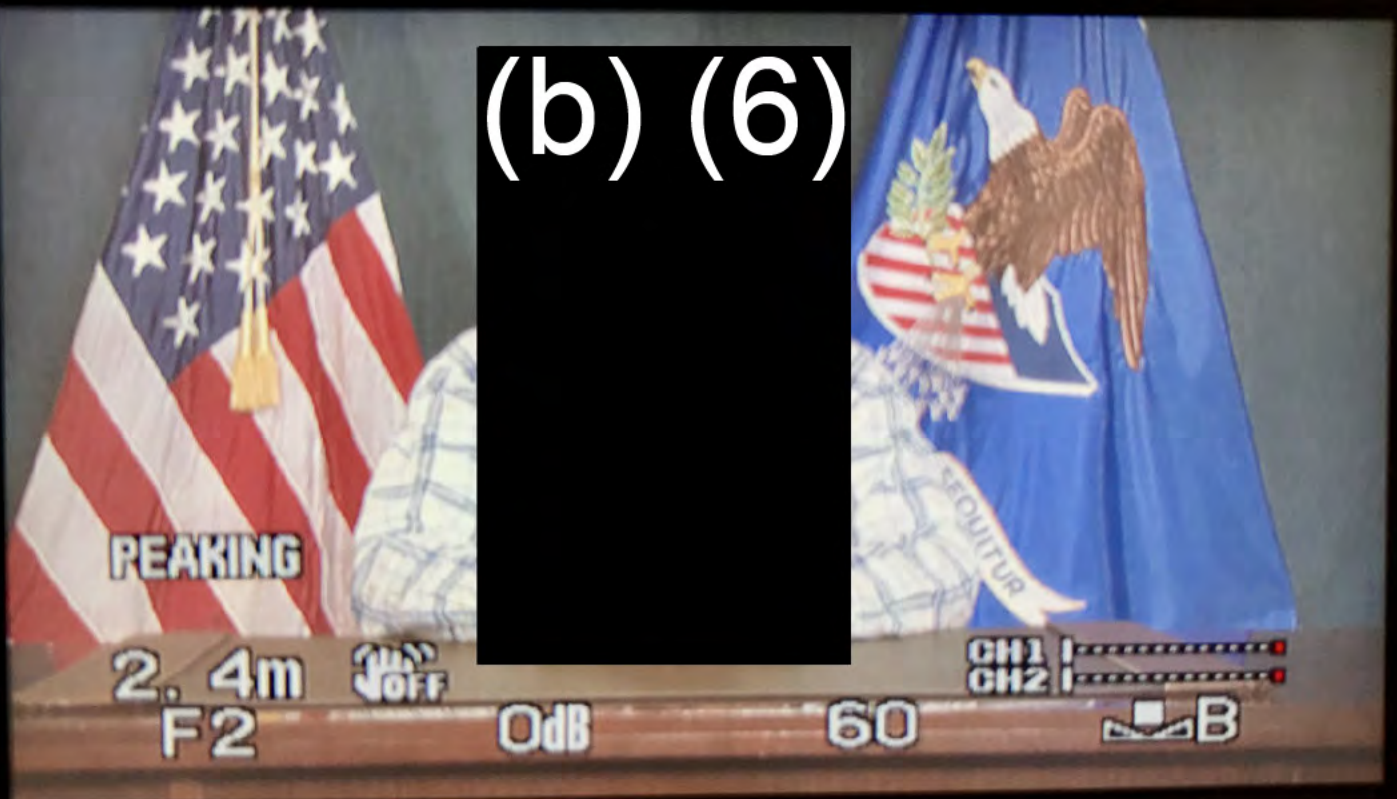
--

Sarah Isgur Flores

(b) (6)

@whignewtons

(b) (6)



Non-Responsive Record: Sarah Flores Transmitting Email to OIP

----- Forwarded message -----

From: **Carr, Peter (OPA)** <Peter.Carr@usdoj.gov>

Date: Fri, Feb 10, 2017 at 10:05 AM

Subject: FW: CRT matter for 11

To: Sarah Isgur Flores (b) (6)

From: Carr, Peter (OPA)

Sent: Friday, February 10, 2017 10:01 AM

To: Abueg, Mark (OPA) <mabueg@jmd.usdoj.gov>; Hornbuckle, Wyn (OPA) <whornbuckle@jmd.usdoj.gov>

Subject: CRT matter for 11

Attached are some materials to review, if possible, before the 11am call.

- 2016 Dear Colleague Letter – this is what DOJ has relied on in ongoing litigation

- (b) (5)

- (b) (5)

We'll need to discuss any edits to messaging/talking points, coordination with (b) (5) and rollout strategy for Monday.



U.S. Department of Justice
Civil Rights Division



U.S. Department of Education
Office for Civil Rights

May 13, 2016

Dear Colleague:

Schools across the country strive to create and sustain inclusive, supportive, safe, and nondiscriminatory communities for all students. In recent years, we have received an increasing number of questions from parents, teachers, principals, and school superintendents about civil rights protections for transgender students. Title IX of the Education Amendments of 1972 (Title IX) and its implementing regulations prohibit sex discrimination in educational programs and activities operated by recipients of Federal financial assistance.¹ This prohibition encompasses discrimination based on a student's gender identity, including discrimination based on a student's transgender status. This letter summarizes a school's Title IX obligations regarding transgender students and explains how the U.S. Department of Education (ED) and the U.S. Department of Justice (DOJ) evaluate a school's compliance with these obligations.

ED and DOJ (the Departments) have determined that this letter is *significant guidance*.² This guidance does not add requirements to applicable law, but provides information and examples to inform recipients about how the Departments evaluate whether covered entities are complying with their legal obligations. If you have questions or are interested in commenting on this guidance, please contact ED at ocr@ed.gov or 800-421-3481 (TDD 800-877-8339); or DOJ at education@usdoj.gov or 877-292-3804 (TTY: 800-514-0383).

Accompanying this letter is a separate document from ED's Office of Elementary and Secondary Education, *Examples of Policies and Emerging Practices for Supporting Transgender Students*. The examples in that document are taken from policies that school districts, state education agencies, and high school athletics associations around the country have adopted to help ensure that transgender students enjoy a supportive and nondiscriminatory school environment. Schools are encouraged to consult that document for practical ways to meet Title IX's requirements.³

Terminology

- ☐ *Gender identity* refers to an individual's internal sense of gender. A person's gender identity may be different from or the same as the person's sex assigned at birth.
- ☐ *Sex assigned at birth* refers to the sex designation recorded on an infant's birth certificate should such a record be provided at birth.
- ☐ *Transgender* describes those individuals whose gender identity is different from the sex they were assigned at birth. A *transgender male* is someone who identifies as male but was assigned the sex of female at birth; a *transgender female* is someone who identifies as female but was assigned the sex of male at birth.

- *Gender transition* refers to the process in which transgender individuals begin asserting the sex that corresponds to their gender identity instead of the sex they were assigned at birth. During gender transition, individuals begin to live and identify as the sex consistent with their gender identity and may dress differently, adopt a new name, and use pronouns consistent with their gender identity. Transgender individuals may undergo gender transition at any stage of their lives, and gender transition can happen swiftly or over a long duration of time.

Compliance with Title IX

As a condition of receiving Federal funds, a school agrees that it will not exclude, separate, deny benefits to, or otherwise treat differently on the basis of sex any person in its educational programs or activities unless expressly authorized to do so under Title IX or its implementing regulations.⁴ The Departments treat a student's gender identity as the student's sex for purposes of Title IX and its implementing regulations. This means that a school must not treat a transgender student differently from the way it treats other students of the same gender identity. The Departments' interpretation is consistent with courts' and other agencies' interpretations of Federal laws prohibiting sex discrimination.⁵

The Departments interpret Title IX to require that when a student or the student's parent or guardian, as appropriate, notifies the school administration that the student will assert a gender identity that differs from previous representations or records, the school will begin treating the student consistent with the student's gender identity. Under Title IX, there is no medical diagnosis or treatment requirement that students must meet as a prerequisite to being treated consistent with their gender identity.⁶ Because transgender students often are unable to obtain identification documents that reflect their gender identity (*e.g.*, due to restrictions imposed by state or local law in their place of birth or residence),⁷ requiring students to produce such identification documents in order to treat them consistent with their gender identity may violate Title IX when doing so has the practical effect of limiting or denying students equal access to an educational program or activity.

A school's Title IX obligation to ensure nondiscrimination on the basis of sex requires schools to provide transgender students equal access to educational programs and activities even in circumstances in which other students, parents, or community members raise objections or concerns. As is consistently recognized in civil rights cases, the desire to accommodate others' discomfort cannot justify a policy that singles out and disadvantages a particular class of students.⁸

1. Safe and Nondiscriminatory Environment

Schools have a responsibility to provide a safe and nondiscriminatory environment for all students, including transgender students. Harassment that targets a student based on gender identity, transgender status, or gender transition is harassment based on sex, and the Departments enforce Title IX accordingly.⁹ If sex-based harassment creates a hostile environment, the school must take prompt and effective steps to end the harassment, prevent its recurrence, and, as appropriate, remedy its effects. A school's failure to treat students consistent with their gender identity may create or contribute to a hostile environment in violation of Title IX. For a more detailed discussion of Title IX

requirements related to sex-based harassment, see guidance documents from ED's Office for Civil Rights (OCR) that are specific to this topic.¹⁰

2. Identification Documents, Names, and Pronouns

Under Title IX, a school must treat students consistent with their gender identity even if their education records or identification documents indicate a different sex. The Departments have resolved Title IX investigations with agreements committing that school staff and contractors will use pronouns and names consistent with a transgender student's gender identity.¹¹

3. Sex-Segregated Activities and Facilities

Title IX's implementing regulations permit a school to provide sex-segregated restrooms, locker rooms, shower facilities, housing, and athletic teams, as well as single-sex classes under certain circumstances.¹² When a school provides sex-segregated activities and facilities, transgender students must be allowed to participate in such activities and access such facilities consistent with their gender identity.¹³

- ☐ **Restrooms and Locker Rooms.** A school may provide separate facilities on the basis of sex, but must allow transgender students access to such facilities consistent with their gender identity.¹⁴ A school may not require transgender students to use facilities inconsistent with their gender identity or to use individual-user facilities when other students are not required to do so. A school may, however, make individual-user options available to all students who voluntarily seek additional privacy.¹⁵
- ☐ **Athletics.** Title IX regulations permit a school to operate or sponsor sex-segregated athletics teams when selection for such teams is based upon competitive skill or when the activity involved is a contact sport.¹⁶ A school may not, however, adopt or adhere to requirements that rely on overly broad generalizations or stereotypes about the differences between transgender students and other students of the same sex (*i.e.*, the same gender identity) or others' discomfort with transgender students.¹⁷ Title IX does not prohibit age-appropriate, tailored requirements based on sound, current, and research-based medical knowledge about the impact of the students' participation on the competitive fairness or physical safety of the sport.¹⁸
- ☐ **Single-Sex Classes.** Although separating students by sex in classes and activities is generally prohibited, nonvocational elementary and secondary schools may offer nonvocational single-sex classes and extracurricular activities under certain circumstances.¹⁹ When offering such classes and activities, a school must allow transgender students to participate consistent with their gender identity.
- ☐ **Single-Sex Schools.** Title IX does not apply to the admissions policies of certain educational institutions, including nonvocational elementary and secondary schools, and private undergraduate colleges.²⁰ Those schools are therefore permitted under Title IX to set their own

sex-based admissions policies. Nothing in Title IX prohibits a private undergraduate women's college from admitting transgender women if it so chooses.

- **Social Fraternities and Sororities.** Title IX does not apply to the membership practices of social fraternities and sororities.²¹ Those organizations are therefore permitted under Title IX to set their own policies regarding the sex, including gender identity, of their members. Nothing in Title IX prohibits a fraternity from admitting transgender men or a sorority from admitting transgender women if it so chooses.
- **Housing and Overnight Accommodations.** Title IX allows a school to provide separate housing on the basis of sex.²² But a school must allow transgender students to access housing consistent with their gender identity and may not require transgender students to stay in single-occupancy accommodations or to disclose personal information when not required of other students. Nothing in Title IX prohibits a school from honoring a student's voluntary request for single-occupancy accommodations if it so chooses.²³
- **Other Sex-Specific Activities and Rules.** Unless expressly authorized by Title IX or its implementing regulations, a school may not segregate or otherwise distinguish students on the basis of their sex, including gender identity, in any school activities or the application of any school rule. Likewise, a school may not discipline students or exclude them from participating in activities for appearing or behaving in a manner that is consistent with their gender identity or that does not conform to stereotypical notions of masculinity or femininity (*e.g.*, in yearbook photographs, at school dances, or at graduation ceremonies).²⁴

4. *Privacy and Education Records*

Protecting transgender students' privacy is critical to ensuring they are treated consistent with their gender identity. The Departments may find a Title IX violation when a school limits students' educational rights or opportunities by failing to take reasonable steps to protect students' privacy related to their transgender status, including their birth name or sex assigned at birth.²⁵ Nonconsensual disclosure of personally identifiable information (PII), such as a student's birth name or sex assigned at birth, could be harmful to or invade the privacy of transgender students and may also violate the Family Educational Rights and Privacy Act (FERPA).²⁶ A school may maintain records with this information, but such records should be kept confidential.

- **Disclosure of Personally Identifiable Information from Education Records.** FERPA generally prevents the nonconsensual disclosure of PII from a student's education records; one exception is that records may be disclosed to individual school personnel who have been determined to have a legitimate educational interest in the information.²⁷ Even when a student has disclosed the student's transgender status to some members of the school community, schools may not rely on this FERPA exception to disclose PII from education records to other school personnel who do not have a legitimate educational interest in the information. Inappropriately disclosing (or requiring students or their parents to disclose) PII from education records to the school community may

violate FERPA and interfere with transgender students' right under Title IX to be treated consistent with their gender identity.

- **Disclosure of Directory Information.** Under FERPA's implementing regulations, a school may disclose appropriately designated directory information from a student's education record if disclosure would not generally be considered harmful or an invasion of privacy.²⁸ Directory information may include a student's name, address, telephone number, date and place of birth, honors and awards, and dates of attendance.²⁹ School officials may not designate students' sex, including transgender status, as directory information because doing so could be harmful or an invasion of privacy.³⁰ A school also must allow eligible students (*i.e.*, students who have reached 18 years of age or are attending a postsecondary institution) or parents, as appropriate, a reasonable amount of time to request that the school not disclose a student's directory information.³¹
- **Amendment or Correction of Education Records.** A school may receive requests to correct a student's education records to make them consistent with the student's gender identity. Updating a transgender student's education records to reflect the student's gender identity and new name will help protect privacy and ensure personnel consistently use appropriate names and pronouns.
 - Under FERPA, a school must consider the request of an eligible student or parent to amend information in the student's education records that is inaccurate, misleading, or in violation of the student's privacy rights.³² If the school does not amend the record, it must inform the requestor of its decision and of the right to a hearing. If, after the hearing, the school does not amend the record, it must inform the requestor of the right to insert a statement in the record with the requestor's comments on the contested information, a statement that the requestor disagrees with the hearing decision, or both. That statement must be disclosed whenever the record to which the statement relates is disclosed.³³
 - Under Title IX, a school must respond to a request to amend information related to a student's transgender status consistent with its general practices for amending other students' records.³⁴ If a student or parent complains about the school's handling of such a request, the school must promptly and equitably resolve the complaint under the school's Title IX grievance procedures.³⁵

* * *

We appreciate the work that many schools, state agencies, and other organizations have undertaken to make educational programs and activities welcoming, safe, and inclusive for all students.

Sincerely,

/s/

Catherine E. Lhamon
Assistant Secretary for Civil Rights
U.S. Department of Education

/s/

Vanita Gupta
Principal Deputy Assistant Attorney General for Civil Rights
U.S. Department of Justice

¹ 20 U.S.C. §§ 1681–1688; 34 C.F.R. Pt. 106; 28 C.F.R. Pt. 54. In this letter, the term *schools* refers to recipients of Federal financial assistance at all educational levels, including school districts, colleges, and universities. An educational institution that is controlled by a religious organization is exempt from Title IX to the extent that compliance would not be consistent with the religious tenets of such organization. 20 U.S.C. § 1681(a)(3); 34 C.F.R. § 106.12(a).

² Office of Management and Budget, Final Bulletin for Agency Good Guidance Practices, 72 Fed. Reg. 3432 (Jan. 25, 2007), www.whitehouse.gov/sites/default/files/omb/fedreg/2007/012507_good_guidance.pdf.

³ ED, *Examples of Policies and Emerging Practices for Supporting Transgender Students* (May 13, 2016), www.ed.gov/oese/oshs/emergingpractices.pdf. OCR also posts many of its resolution agreements in cases involving transgender students online at www.ed.gov/ocr/lgbt.html. While these agreements address fact-specific cases, and therefore do not state general policy, they identify examples of ways OCR and recipients have resolved some issues addressed in this guidance.

⁴ 34 C.F.R. §§ 106.4, 106.31(a). For simplicity, this letter cites only to ED’s Title IX regulations. DOJ has also promulgated Title IX regulations. See 28 C.F.R. Pt. 54. For purposes of how the Title IX regulations at issue in this guidance apply to transgender individuals, DOJ interprets its regulations similarly to ED. State and local rules cannot limit or override the requirements of Federal laws. See 34 C.F.R. § 106.6(b).

⁵ See, e.g., *Price Waterhouse v. Hopkins*, 490 U.S. 228 (1989); *Oncale v. Sundowner Offshore Servs. Inc.*, 523 U.S. 75, 79 (1998); *G.G. v. Gloucester Cnty. Sch. Bd.*, No. 15-2056, 2016 WL 1567467, at *8 (4th Cir. Apr. 19, 2016); *Glenn v. Brumby*, 663 F.3d 1312, 1317 (11th Cir. 2011); *Smith v. City of Salem*, 378 F.3d 566, 572-75 (6th Cir. 2004); *Rosa v. Park W. Bank & Trust Co.*, 214 F.3d 213, 215–16 (1st Cir. 2000); *Schwenk v. Hartford*, 204 F.3d 1187, 1201–02 (9th Cir. 2000); *Schroer v. Billington*, 577 F. Supp. 2d 293, 306-08 (D.D.C. 2008); *Macy v. Dep’t of Justice*, Appeal No. 012012082 (U.S. Equal Emp’t Opportunity Comm’n Apr. 20, 2012). See also U.S. Dep’t of Labor (USDOL), Training and Employment Guidance Letter No. 37-14, *Update on Complying with Nondiscrimination Requirements: Discrimination Based on Gender Identity, Gender Expression and Sex Stereotyping are Prohibited Forms of Sex Discrimination in the Workforce Development System* (2015), wdr.dol.gov/directives/attach/TEGL/TEGL_37-14.pdf; USDOL, Job Corps, Directive: Job Corps Program Instruction Notice No. 14-31, *Ensuring Equal Access for Transgender Applicants and Students to the Job Corps Program* (May 1, 2015), https://supportservices.jobcorps.gov/Program%20Instruction%20Notices/pi_14_31.pdf; DOJ, Memorandum from the Attorney General, *Treatment of Transgender Employment Discrimination Claims Under Title VII of the Civil Rights Act of 1964* (2014), www.justice.gov/sites/default/files/opa/press-releases/attachments/2014/12/18/title_vii_memo.pdf; USDOL, Office of Federal Contract Compliance Programs, Directive 2014-02, *Gender Identity and Sex Discrimination* (2014), www.dol.gov/ofccp/regs/compliance/directives/dir2014_02.html.

⁶ See *Lusardi v. Dep’t of the Army*, Appeal No. 0120133395 at 9 (U.S. Equal Emp’t Opportunity Comm’n Apr. 1, 2015) (“An agency may not condition access to facilities—or to other terms, conditions, or privileges of employment—on the completion of certain medical steps that the agency itself has unilaterally determined will somehow prove the bona fides of the individual’s gender identity.”).

⁷ See *G.G.*, 2016 WL 1567467, at *1 n.1 (noting that medical authorities “do not permit sex reassignment surgery for persons who are under the legal age of majority”).

⁸ 34 C.F.R. § 106.31(b)(4); see *G.G.*, 2016 WL 1567467, at *8 & n.10 (affirming that individuals have legitimate and important privacy interests and noting that these interests do not inherently conflict with nondiscrimination principles); *Cruzan v. Special Sch. Dist. No. 1*, 294 F.3d 981, 984 (8th Cir. 2002) (rejecting claim that allowing a transgender woman “merely [to be] present in the women’s faculty restroom” created a hostile environment); *Glenn*, 663 F.3d at 1321 (defendant’s proffered justification that “other women might object to [the plaintiff]’s restroom use” was “wholly irrelevant”). See also *Palmore v. Sidoti*, 466 U.S. 429, 433 (1984) (“Private biases may be outside the reach of the law, but the law cannot, directly or indirectly, give them effect.”); *City of Cleburne v. Cleburne Living Ctr.*, 473 U.S. 432, 448 (1985) (recognizing that “mere negative attitudes, or fear . . . are not permissible bases for” government action).

⁹ See, e.g., Resolution Agreement, *In re Downey Unified Sch. Dist.*, CA, OCR Case No. 09-12-1095, (Oct. 8, 2014), www.ed.gov/documents/press-releases/downey-school-district-agreement.pdf (agreement to address harassment of transgender student, including allegations that peers continued to call her by her former name, shared pictures of her prior to her transition, and frequently asked questions about her anatomy and sexuality); Consent Decree, *Doe v. Anoka-Hennepin Sch. Dist. No. 11*, MN (D. Minn. Mar. 1, 2012), www.ed.gov/ocr/docs/investigations/05115901-d.pdf (consent decree to address sex-based harassment, including based on nonconformity with gender stereotypes); Resolution Agreement, *In re Tehachapi Unified Sch. Dist.*, CA, OCR Case No. 09-11-1031 (June 30, 2011), www.ed.gov/ocr/docs/investigations/09111031-b.pdf (agreement to address sexual and gender-based harassment, including harassment based on nonconformity with gender stereotypes). See also *Lusardi*, Appeal No. 0120133395, at *15 (“Persistent failure to use the employee’s correct name and pronoun may constitute unlawful, sex-based harassment if such conduct is either severe or pervasive enough to create a hostile work environment”).

¹⁰ See, e.g., OCR, *Revised Sexual Harassment Guidance: Harassment of Students by School Employees, Other Students, or Third Parties* (2001), www.ed.gov/ocr/docs/shguide.pdf; OCR, *Dear Colleague Letter: Harassment and Bullying* (Oct. 26, 2010), www.ed.gov/ocr/letters/colleague-201010.pdf; OCR, *Dear Colleague Letter: Sexual Violence* (Apr. 4, 2011), www.ed.gov/ocr/letters/colleague-201104.pdf; OCR, *Questions and Answers on Title IX and Sexual Violence* (Apr. 29, 2014), www.ed.gov/ocr/docs/qa-201404-title-ix.pdf.

¹¹ See, e.g., Resolution Agreement, *In re Cent. Piedmont Cmty. Coll.*, NC, OCR Case No. 11-14-2265 (Aug. 13, 2015), www.ed.gov/ocr/docs/investigations/more/11142265-b.pdf (agreement to use a transgender student’s preferred name and gender and change the student’s official record to reflect a name change).

¹² 34 C.F.R. §§ 106.32, 106.33, 106.34, 106.41(b).

¹³ See 34 C.F.R. § 106.31.

¹⁴ 34 C.F.R. § 106.33.

¹⁵ See, e.g., Resolution Agreement, *In re Township High Sch. Dist. 211*, IL, OCR Case No. 05-14-1055 (Dec. 2, 2015), www.ed.gov/ocr/docs/investigations/more/05141055-b.pdf (agreement to provide any student who requests additional privacy “access to a reasonable alternative, such as assignment of a student locker in near proximity to the office of a teacher or coach; use of another private area (such as a restroom stall) within the public area; use of a nearby private area (such as a single-use facility); or a separate schedule of use.”).

¹⁶ 34 C.F.R. § 106.41(b). Nothing in Title IX prohibits schools from offering coeducational athletic opportunities.

¹⁷ 34 C.F.R. § 106.6(b), (c). An interscholastic athletic association is subject to Title IX if (1) the association receives Federal financial assistance or (2) its members are recipients of Federal financial assistance and have ceded controlling authority over portions of their athletic program to the association. Where an athletic association is covered by Title IX, a school’s obligations regarding transgender athletes apply with equal force to the association.

¹⁸ The National Collegiate Athletic Association (NCAA), for example, reported that in developing its policy for participation by transgender students in college athletics, it consulted with medical experts, athletics officials, affected students, and a consensus report entitled *On the Team: Equal Opportunity for Transgender Student Athletes* (2010) by Dr. Pat Griffin & Helen J. Carroll (*On the Team*), [https://www.ncaa.org/sites/default/files/NCLR_TransStudentAthlete%2B\(2\).pdf](https://www.ncaa.org/sites/default/files/NCLR_TransStudentAthlete%2B(2).pdf). See NCAA Office of Inclusion, *NCAA Inclusion of Transgender Student-Athletes* 2, 30-31 (2011), https://www.ncaa.org/sites/default/files/Transgender_Handbook_2011_Final.pdf (citing *On the Team*). The *On the Team* report noted that policies that may be appropriate at the college level may “be unfair and too complicated for [the high school] level of competition.” *On the Team* at 26. After engaging in similar processes, some state interscholastic athletics associations have adopted policies for participation by transgender students in high school athletics that they determined were age-appropriate.

¹⁹ 34 C.F.R. § 106.34(a), (b). Schools may also separate students by sex in physical education classes during participation in contact sports. *Id.* § 106.34(a)(1).

²⁰ 20 U.S.C. § 1681(a)(1); 34 C.F.R. § 106.15(d); 34 C.F.R. § 106.34(c) (a recipient may offer a single-sex public nonvocational elementary and secondary school so long as it provides students of the excluded sex a “substantially

equal single-sex school or coeducational school”).

²¹ 20 U.S.C. § 1681(a)(6)(A); 34 C.F.R. § 106.14(a).

²² 20 U.S.C. § 1686; 34 C.F.R. § 106.32.

²³ See, e.g., Resolution Agreement, *In re Arcadia Unified Sch. Dist., CA*, OCR Case No. 09-12-1020, DOJ Case No. 169-12C-70, (July 24, 2013), www.justice.gov/sites/default/files/crt/legacy/2013/07/26/arcadiaagree.pdf (agreement to provide access to single-sex overnight events consistent with students’ gender identity, but allowing students to request access to private facilities).

²⁴ See 34 C.F.R. §§ 106.31(a), 106.31(b)(4). See also, *In re Downey Unified Sch. Dist., CA*, *supra* n. 9; *In re Cent. Piedmont Cmty. Coll., NC*, *supra* n. 11.

²⁵ 34 C.F.R. § 106.31(b)(7).

²⁶ 20 U.S.C. § 1232g; 34 C.F.R. Part 99. FERPA is administered by ED’s Family Policy Compliance Office (FPCO). Additional information about FERPA and FPCO is available at www.ed.gov/fpc.

²⁷ 20 U.S.C. § 1232g(b)(1)(A); 34 C.F.R. § 99.31(a)(1).

²⁸ 34 C.F.R. §§ 99.3, 99.31(a)(11), 99.37.

²⁹ 20 U.S.C. § 1232g(a)(5)(A); 34 C.F.R. § 99.3.

³⁰ Letter from FPCO to Institutions of Postsecondary Education 3 (Sept. 2009), www.ed.gov/policy/gen/guid/fpc/doc/censuslettertohighered091609.pdf.

³¹ 20 U.S.C. § 1232g(a)(5)(B); 34 C.F.R. §§ 99.3, 99.37(a)(3).

³² 34 C.F.R. § 99.20.

³³ 34 C.F.R. §§ 99.20-99.22.

³⁴ See 34 C.F.R. § 106.31(b)(4).

³⁵ 34 C.F.R. § 106.8(b).

Non-Responsive Record: Sarah Flores Transmitting Email to OIP

----- Forwarded message -----

From: **Carr, Peter (OPA)** <Peter.Carr@usdoj.gov>

Date: Fri, Feb 10, 2017 at 6:03 PM

Subject: FW: ED comms contact

To: Sarah Isgur Flores (b) (6)

FYI

From: Kossack, Andrew [mailto:Andrew.Kossack@ed.gov]

Sent: Friday, February 10, 2017 5:50 PM

To: Carr, Peter (OPA) <Peter.Carr@usdoj.gov>

Cc: Friendewey, Matthew <Matthew.Friendewey@ed.gov>; Manning, James <James.Manning@ed.gov>

Subject: ED comms contact

Peter,

I'm copying my colleague, Matt Friendewey, who can serve as a point of contact for you for ED communications. His phone number is (b) (6), and he's cc'd on this message.

Thanks,
Andrew

Andrew J. Kossack

Special Assistant to the Secretary of Education

U.S. Department of Education

Direct (b) (6)

Email: andrew.kossack@ed.gov

Non-Responsive Record: Sarah Flores Transmitting Email to OIP

----- Forwarded message -----

From: Sarah Isgur Flores (b) (6)
Date: Tue, Feb 14, 2017 at 2:40 PM
Subject: Re: Press
To: Bryant, Errical (OAG) <errical.bryant@usdoj.gov>

Thank you!

On Tue, Feb 14, 2017 at 2:22 PM -0500, "Bryant, Errical (OAG)" <Errical.Bryant@usdoj.gov> wrote:

Let's do Friday at 3pm. Thanks

From: Sarah Isgur Flores [mailto:(b) (6)]
Sent: Tuesday, February 14, 2017 2:19 PM
To: Bryant, Errical (OAG) <errical.bryant@usdoj.gov>
Subject: Re: Press

Can we move to Friday afternoon instead?

On Tue, Feb 14, 2017 at 1:54 PM -0500, "Bryant, Errical (OAG)" <Errical.Bryant@usdoj.gov> wrote:

Are we good on the Press event on Thursday? Thanks

Non-Responsive Record: Sarah Flores Transmitting Email to OIP

----- Forwarded message -----

From: Sarah Isgur Flores (b) (6)
Date: Tue, Feb 14, 2017 at 3:44 PM
Subject: Re: Free to talk to Bloomberg at 11am tomorrow?
To: Hunt, Jody (OAG) <jody.hunt@usdoj.gov>

Definitely!

On Tue, Feb 14, 2017 at 3:19 PM -0500, "Hunt, Jody (OAG)" <Jody.Hunt@usdoj.gov> wrote:

I can do that time. What kind of things do you expect them to ask? Can you help me avoid pitfalls?

From: Sarah Isgur Flores [mailto:(b) (6)]
Sent: Tuesday, February 14, 2017 2:59 PM
To: Hunt, Jody (OAG) <jody.hunt@usdoj.gov>
Subject: Free to talk to Bloomberg at 11am tomorrow?

I can bring the reporter up to your office if that works for you.

Non-Responsive Record: Sarah Flores Transmitting Email to OIP

----- Forwarded message -----

From: **Sarah Isgur Flores** (b) (6)

Date: Tue, Feb 14, 2017 at 4:03 PM

Subject: Re: Oped draft

To: Cutrona, Danielle (OAG) <Danielle.Cutrona@usdoj.gov>, Cutrona, Danielle (OAG) <danielle.cutrona@usdoj.gov>, Hunt, Jody (OAG) <Jody.Hunt@usdoj.gov>, Rybicki, David (OAG) <david.rybicki@usdoj.gov>

By way of an update: please disregard this oped draft. Will have something more (b) (5) coming shortly.

On Mon, Feb 13, 2017 at 8:14 PM Hunt, Jody (OAG) <Jody.Hunt@usdoj.gov> wrote:

I have attached here what was on the originating email. Not sure if it is the most current.

From: Cutrona, Danielle (OAG) [mailto:dcutrona@jmd.usdoj.gov]

Sent: Monday, February 13, 2017 7:06 PM

To: Sarah Isgur Flores (b) (6); Cutrona, Danielle (OAG) <danielle.cutrona@usdoj.gov>; Rybicki, David (OAG) <david.rybicki@usdoj.gov>; Hunt, Jody (OAG) <jody.hunt@usdoj.gov>

Subject: RE: Oped draft

I haven't seen it. Can someone please send to me? Thanks.

From: Sarah Isgur Flores [[mailto:\(b\) \(6\) \[REDACTED\]](mailto:(b) (6) [REDACTED])]
Sent: Monday, February 13, 2017 5:12 PM
To: Cutrona, Danielle (OAG) <danielle.cutrona@usdoj.gov>; Rybicki, David (OAG) <david.rybicki@usdoj.gov>; Hunt, Jody (OAG) <jody.hunt@usdoj.gov>
Subject: Re: Oped draft

Perfect. (b) (5) [REDACTED] Does that sound right to everyone?

On Mon, Feb 13, 2017 at 5:02 PM -0500, "Rybicki, David (OAG)" <David.Rybicki@usdoj.gov> wrote:

Adding Danielle

From: Sarah Isgur Flores [[mailto:\(b\) \(6\) \[REDACTED\]](mailto:(b) (6) [REDACTED])]
Sent: Monday, February 13, 2017 4:07 PM
To: Hunt, Jody (OAG) <Jody.Hunt@usdoj.gov>; Rybicki, David (OAG) <David.Rybicki@usdoj.gov>
Subject: Re: Oped draft

Here's an updated oped draft with the RE language in there. David: Do you think we can get this circulated asap and hopefully approved by tonight so it can run on Wednesday?

Thank you!

S

--

Sarah Isgur Flores
(b) (6) [REDACTED]
@whignewtons

Non-Responsive Record: Sarah Flores Transmitting Email to OIP

----- Forwarded message -----

From: Bryant, Errical (OAG) <Errical.Bryant@usdoj.gov>
Date: Tue, Feb 14, 2017 at 4:10 PM
Subject: RE: Photo
To: Sarah Isgur Flores (b) (6)

Thank you

From: Sarah Isgur Flores [mailto:(b) (6)]
Sent: Tuesday, February 14, 2017 3:56 PM
To: Bryant, Errical (OAG) <errical.bryant@usdoj.gov>
Subject: Re: Photo

Yes!

On Tue, Feb 14, 2017 at 3:46 PM -0500, "Bryant, Errical (OAG)" <Errical.Bryant@usdoj.gov> wrote:

Sarah,

The AG will be taking his official photo on Friday at 10:15 in room 7131. Can you attend?

Non-Responsive Record: Sarah Flores Transmitting Email to OIP

----- Forwarded message -----

From: **Sarah Isgur Flores** (b) (6) >
Date: Fri, Feb 24, 2017 at 3:48 PM
Subject: 430....
To: Hanrahan, Peggi (OAG) <Peggi.Hanrahan@usdoj.gov>

Wish me luck!!!

Non-Responsive Record: Sarah Flores Transmitting Email to OIP

----- Forwarded message -----

From: **Sarah Isgur Flores** (b) (6)

Date: Sat, Feb 25, 2017 at 11:21 PM

Subject: Re: 20170228 oped for Attorney General Sessions (JBS edits)

To: Cutrona, Danielle (OAG) <danielle.cutrona@usdoj.gov>, Carr, Peter (OPA) <peter.carr@usdoj.gov>

Cc: Cutrona, Danielle (OAG) <danielle.cutrona@usdoj.gov>, Bockhorn, Lee F. (OPA)

<lee.f.bockhorn@usdoj.gov>

Gracias! Thanks all!! And v well done, Lee!

On Sat, Feb 25, 2017 at 10:56 PM -0500, "Cutrona, Danielle (OAG)" <Danielle.Cutrona@usdoj.gov> wrote:

Agree. Apologies for the late reply.

On Feb 25, 2017, at 10:13 PM, Carr, Peter (OPA) <pcarr@jmd.usdoj.gov> wrote:

Lee did some digging and (b) (5)

. That said, so you have it, here is what he found:

(b) (5)

From: Sarah Isgur Flores (b) (6)
Sent: Saturday, February 25, 2017 9:30 PM
To: Carr, Peter (OPA) <peter.carr@usdoj.gov>
Cc: Cutrona, Danielle (OAG) <danielle.cutrona@usdoj.gov>; Bockhorn, Lee F. (OPA) <lee.f.bockhorn@usdoj.gov>
Subject: Re: 20170228 oped for Attorney General Sessions (JBS edits)

I think I agree. Danielle: you good keeping it as original?

On Sat, Feb 25, 2017 at 8:38 PM -0500, "Carr, Peter (OPA)" <Peter.Carr@usdoj.gov> wrote:

Sarah,

Here is the op-ed approved by JBS. Note that (b) (5)

[REDACTED]

Current:

(b) (5)
[REDACTED]

Alternative:

(b) (5)
[REDACTED]

Thx,

Peter

Non-Responsive Record: Sarah Flores Transmitting Email to OIP

----- Forwarded message -----

From: Sarah Isgur Flores (b) (6)
Date: Mon, Feb 6, 2017 at 1:37 PM
Subject: Re: DOJ Observance of the 2017 National Women's History Month
To: Hankey, Mary Blanche (OAG) <mary.blanche.hankey@usdoj.gov>

My main thought is how much I dislike months to honor the history of half(!) the population.
But...I get it:)

From: Hankey, Mary Blanche (OAG) <mary.blanche.hankey@usdoj.gov>
Sent: Monday, February 6, 2017 1:33 PM
Subject: FW: DOJ Observance of the 2017 National Women's History Month
To: Sarah Isgur Flores (b) (6)

Let me know if you have any thoughts.

From: Santangelo, Mari (JMD)
Sent: Monday, February 6, 2017 1:28 PM
To: Hankey, Mary Blanche (OAG) <mbhankey@jmd.usdoj.gov>
Cc: Toscano, Richard (JMD) <rtoscano@jmd.usdoj.gov>
Subject: FW: DOJ Observance of the 2017 National Women's History Month

Mary Blanche.

See below from Richard Toscano re March events. We will proceed unless we hear from you, or if you have a speaker or speaker(s) in mind, we'd love to hear from you.

Mari

From: Toscano, Richard (JMD)
Sent: Monday, February 06, 2017 1:23 PM
To: Santangelo, Mari (JMD) <msantangelo@jmd.usdoj.gov>
Subject: DOJ Observance of the 2017 National Women's History Month

Mari,

As requested, please find the latest information on DOJ/DOJ Component plans to observe the 2017 National Women's History Month.

Should you have any questions, please let me know.

Thanks much.

Richard

For 2017, the Department will hold several programs and activities in observance of **Women's History Month** and centered around the Federal Government-wide theme for this month – "**Honoring Trailblazing Women in Labor and Business.**"

To date, **BOP**, **EOIR**, and **OJP** report that they will coordinate observance programs -- details will be provided at a later date.

For the Department's observance, the JMD EEO Staff will coordinate a professional development activity (Flash Mentoring) targeting DOJ women in the GS-13 through GS-15 levels, from 1:30 - 3:30 p.m., on either Tuesday, March 28, or Wednesday, March 27, 2017, (located to be determined). During this developmental activity, program participants through a series of coaching sessions (20 minutes each) will have an opportunity to interact with a group of DOJ and Federal Government Senior Executive women (still to be identified). These Senior Executive women will share lessons learned on how to apply one's skills and talents in support of a Federal agency's mission; how to deal with professional setbacks or challenges; and what they wish they had known earlier in their career, specifically when occupying a leadership position. The JMD EEO Staff conducted a similar program in 2012, which served as the Departmental observance program for National's Women's History Month.

DOJ Components regularly offer coaching and mentoring activities to help employees develop their leadership and management competencies, thus making them more skilled and efficient in their work to support DOJ mission priorities.

Non-Responsive Record: Sarah Flores Transmitting Email to OIP

----- Forwarded message -----

From: **Peggi Hanrahan** <(b) (6)>

Date: Wed, Mar 8, 2017 at 7:41 PM

Subject:

To: errical.bryant@usdoj.gov <errical.bryant@usdoj.gov>

Cc: Hunt Jody <Jody.Hunt@usdoj.gov>, Flores Sarah (b) (6)

Sean Hannity wants a private lunch with Jeff. Like in the office and I will bring them sandwiches. He said he might like to do it when I asked him early this week and Stephen Miller is driving me nuts about it. Ask him about it next week. If he wants to do it let me know. I will send Sean's cell number.

Sent from my iPhone

Non-Responsive Record: Sarah Flores Transmitting Email to OIP

----- Forwarded message -----

From: **Hybart, Camden (JMD)** <Camden.Hybart@usdoj.gov>

Date: Wed, Mar 22, 2017 at 9:26 PM

Subject: Re:

To: Sarah Isgur Flores (b) (6)

No. Can talk tomorrow

Sent from my iPhone

On Mar 22, 2017, at 8:43 PM, Sarah Isgur Flores (b) (6) wrote:

No but I can ping Manu if you want.

On Wed, Mar 22, 2017 at 8:12 PM -0400, "Hybart, Camden (JMD)"

<Camden.Hybart@usdoj.gov> wrote:

Reports are that I was picked up in intercept incedentally along with trump family. Mark levin quotes Manu. Heard anything

Sent from my iPhone

Non-Responsive Record: Sarah Flores Transmitting Email to OIP

----- Forwarded message -----

From: **Sarah Isgur Flores** (b) (6) >
Date: Mon, Feb 13, 2017 at 10:11 PM
Subject: Fwd: Invitation for AG Sessions to Gridiron Dinner
To: Bryant, Errical (OAG) <Errical.Bryant@usdoj.gov>

This is for the gridiron on march 4.

From: Sganga, Nicole <sgangan@cbsnews.com>
Sent: Thursday, February 9, 2017 3:51 PM
Subject: Invitation for AG Sessions to Gridiron Dinner
To: (b) (6): Sarah Flores personal email >
Cc: Crawford, Jan <jrc@cbsnews.com>

Hi Sarah,

Hope this email finds you well. As discussed,our CBS News Chief legal correspondent Jan Crawford would be delighted for Attorney General Sessions to attend this year's Gridiron Club Dinner as her guest. The dinner is Saturday, March 4. I am attaching the invitation to this email. Please let us know if the Attorney General would be interested in attending or if you have any questions/concerns.

Thank you very much.

Best,

--

Nicole

NICOLE SGANGA || CBS NEWS (W): 202.457.4402 (C): (b) (6)

—

Sarah Isgur Flores

(b) (6)

@whignewtons



CBS NEWS
2020 M STREET, N.W.
WASHINGTON, D.C. 20036-3304
(202) 457-4321

The Honorable Jeff Sessions
Attorney General of the United States
Department of Justice
Washington D.C.

Dear Mr. Attorney General,

I am writing to invite you to be my guest at the 132nd anniversary Gridiron Club and Foundation Dinner, which will be held this year on Saturday, March 4th at the Renaissance Hotel in Washington, D.C.

As you may know, the Gridiron Club is regarded (at least by its members!) as Washington's most prestigious journalistic organization. It's composed of 65 Washington-based reporters and columnists from print and broadcast news organizations and has existed since 1885. Our annual dinner features skits spoofing the political scene, including the press. As a 501 ©(3) organization, its profits support a number of journalism programs and organizations.

If you can attend, you'll be seated at the Head Table with fellow Cabinet members and other top officials.

We are hopeful President Trump will attend and deliver closing remarks. House Minority Leader Nancy Pelosi will speak for the Democrats, and Iowa Sen. Jodi Ernst will speak for the Republicans. The skits take place between courses of the meal.

The dinner takes place in the Grand Ballroom of the Renaissance, 999 Ninth Street NW, in downtown Washington. Dress is white tie for men, and long dresses for women. The dinner will begin promptly at 7 p.m., with cocktails starting at 5:30 p.m. By eliminating one course and promising to start on time, we have been able in recent years to end the dinner before 10:30 p.m. and expect to do so again this year.

Please let me know if you have any questions. The best way is by phone at 202-550-5679 or by email at jrc@cbsnews.com. I hope very much you'll be able to join us.

Sincerely,

Jan Crawford
Chief Legal Correspondent
CBS News
Washington, D.C.

Non-Responsive Record: Sarah Flores Transmitting Email to OIP

----- Forwarded message -----

From: **Carr, Peter (OPA)** <Peter.Carr@usdoj.gov>

Date: Wed, Feb 8, 2017 at 9:19 PM

Subject: Re: OSG Nominee

To: Terwilliger, Zachary (ODAG) <Zachary.Terwilliger2@usdoj.gov>

Cc: Crowell, James (ODAG) <James.Crowell@usdoj.gov>, Hunt, Jody (OAG) <Jody.Hunt@usdoj.gov>,

(b) (6): Sarah Flores personal email

Thanks, Zach.

On Feb 8, 2017, at 9:16 PM, Terwilliger, Zachary (ODAG) <zterwilliger@jmd.usdoj.gov> wrote:

Peter,

MSNBC is devoting significant time to the rumors that Chuck Cooper is going to be the Solicitor General nominee. Citing his relationship to Attorney General Sessions as the reason for his selection.

Calling Chuck Cooper a racist, calling AG racist, etc.

Just wanted to flag for you as I assume we will get inquiries tonight/tomorrow.

Zach

Zachary Terwilliger

Associate Deputy Attorney General

Office of the Deputy Attorney General

Zachary.Terwilliger2@usdoj.gov

(202) 307-1045 (Desk)

(b) (6) (Mobile)

--

Sarah Isgur Flores

(b) (6)

@whignewtons

Non-Responsive Record: Sarah Flores Transmitting Email to OIP

----- Forwarded message -----

From: **Hankey, Mary Blanche (OAG)** <Mary.Blanche.Hankey@usdoj.gov>

Date: Tue, Feb 7, 2017 at 3:06 PM

Subject: RE: Video Message

To: Terwilliger, Zachary (ODAG) <Zachary.Terwilliger2@usdoj.gov>, Carr, Peter (OPA)

<Peter.Carr@usdoj.gov>, Hunt, Jody (CIV) <Jody.Hunt@usdoj.gov>, (b) (6): Sarah Flores personal email

[REDACTED] Tucker, Rachael (OAG) <Rachael.Tucker@usdoj.gov>, Bryant, Errical (OAG) <Errical.Bryant@usdoj.gov>

Cc: Terwilliger, Zachary (ODAG) <Zachary.Terwilliger2@usdoj.gov>

Thanks-adding Errical.

From: Terwilliger, Zachary (ODAG)

Sent: Tuesday, February 7, 2017 2:42 PM

To: Carr, Peter (OPA) <pcarr@jmd.usdoj.gov>; Hunt, Jody (CIV) (b)(6) per CIV

(b) (6): Sarah Flores personal email [REDACTED] Hankey, Mary Blanche (OAG) <mbhankey@jmd.usdoj.gov>; Tucker, Rachael (OAG) <ratucker@jmd.usdoj.gov>

Cc: Terwilliger, Zachary (ODAG) <Zachary.Terwilliger2@usdoj.gov>

Subject: RE: Video Message

Peter,

Adding Office of Attorney General Staff Mary Blanche, Rachael, and David.

Zach

From: Carr, Peter (OPA)

Sent: Tuesday, February 7, 2017 2:36 PM

To: Hunt, Jody (CIV) (b)(6) per CIV >; (b) (6): Sarah Flores personal email

Cc: Terwilliger, Zachary (ODAG) <zterwilliger@jmd.usdoj.gov>

Subject: FW: Video Message

Confirmed for tomorrow at 3pm. Note the 2pm deadline for the teleprompter.

Also, we have two options for publishing this video message.

1) (b) (5)

2) (b) (5)

OPA's preference is (b) (5) but we wanted to check first.

Thx,

Peter

From: McGowan, Ashley L. (OPA)

Sent: Tuesday, February 07, 2017 2:23 PM

To: Carr, Peter (OPA) <pcarr@jmd.usdoj.gov>

Subject: Video Message

Peter –

Lisa MacLeod confirmed that we're good to go for recording the message in the studio tomorrow from 3-3:30pm, with the standard background for messages from the AG. We will need to send the script to her and Robert by 2pm to be loaded into the teleprompter. The video will be on the g-drive by tomorrow evening for us to have ready to put on the website after confirmation/oath of office. If I've missed anything or you need anything else, please let me know.

Thanks,

Ashley

--

Sarah Isgur Flores

(b) (6)

@whignewtons

Non-Responsive Record: Sarah Flores Transmitting Email to OIP

----- Forwarded message -----

From: **Castillo, Andeliz N. EOP/OVP** <Andeliz.N.Castillo@ovp.eop.gov>

Date: Mon, Mar 6, 2017 at 5:38 PM

Subject: Women's History Month

To: (b) (6): Sarah Flores Personal Email, sarah.isgur.flores@usdoj.gov
<sarah.isgur.flores@usdoj.gov>

Hi Sarah,

I wanted to follow up from my email last week.

You said to ping you this week. Any women's history month events that you are aware of?

Thanks so much,

Andeliz Castillo

Special Assistant to the President

Deputy Director of Public Liaison and Intergovernmental Affairs to the Vice President

Non-Responsive Record: Sarah Flores Transmitting Email to OIP

----- Forwarded message -----

From: **Sarah Isgur Flores** (b) (6)
Date: Thu, Mar 2, 2017 at 11:02 PM
Subject: Fwd: Could you give me a call?
To: Flores, Sarah Isgur. (OPA) <sarah.isgur.flores@usdoj.gov>

----- Forwarded message -----

From: **Love, Kelly A. EOP/WHO** <Kelly.A.Love@who.eop.gov>
Date: Thu, Mar 2, 2017 at 6:17 AM
Subject: Could you give me a call?
To: (b) (6): Sarah Flores Personal Email

(b) (6)

Sent from my iPhone

--

Sarah Isgur Flores
(b) (6)
@whignewtons

--

Sarah Isgur Flores
(b) (6)
@whignewtons

Non-Responsive Record: Sarah Flores Transmitting Email to OIP

----- Forwarded message -----

From: **Sarah Isgur Flores** (b) (6)
Date: Thu, Mar 2, 2017 at 11:02 PM
Subject: Fwd: Can you email me your statement?
To: Flores, Sarah Isgur. (OPA) <sarah.isgur.flores@usdoj.gov>

----- Forwarded message -----

From: **Love, Kelly A. EOP/WHO** <Kelly.A.Love@who.eop.gov>
Date: Thu, Mar 2, 2017 at 7:01 AM
Subject: Can you email me your statement?
To: (b) (6): Sarah Flores Personal Email

Sent from my iPhone

--

Sarah Isgur Flores
(b) (6)
@whignewtons

--

Sarah Isgur Flores
(b) (6)
@whignewtons

Non-Responsive Record: Sarah Flores Transmitting Email to OIP

----- Forwarded message -----

From: Sarah Isgur Flores <(b) (6)>
Date: Mon, Feb 27, 2017 at 2:04 PM
Subject: Re: Need oped!
To: (b)(6), (b)(7)(C), (b)(7)(E) per FBI (DO) (FBI) (b)(6), (b)(7)(C), (b)(7)(E) per FBI
Cc: (b)(6), (b)(7)(C), (b)(7)(E) per FBI, (OPA) (JMD) (b)(6), (b)(7)(C), (b)(7)(E) per FBI

Ah! Good to know! Will do.

On Mon, Feb 27, 2017 at 2:00 PM -0500, (b)(6), (b)(7)(C), (b)(7)(E) per FBI (DO) (FBI) (b)(6), (b)(7)(C), (b)(7)(E) per FBI wrote:

Hi Sarah,

Just sent it to you (& speech too) via my DOJ email.

Also, just a heads up -- I'm still checking this email (my FBI account) occasionally on my FBI smartphone, but not as frequently. If you want me to see an email ASAP, my DOJ email (cc'd here) is a better bet. :-)

Very excited that you are finally on board. When you have a free moment (I realize that might not be for a while), we'll have to talk Texas stuff!

(b)(6), (b)(7)(C) per FBI

----- Original message -----

From: Sarah Isgur Flores <(b) (6)>
Date: 02/27/2017 1:46 PM (GMT-05:00)
To: (b)(6), (b)(7)(C), (b)(7)(E) per FBI (DO) (FBI) (b)(6), (b)(7)(C), (b)(7)(E) per FBI
Subject: Need oped!

Sarah Isgur Flores

(b) (6)

@whignewtons