

April 11, 2025

Zainab Hakim
[REDACTED]

Sent via email to [REDACTED]

Dear Zainab,

The purpose of this letter is to inform you of the outcome of the meeting that was held today. The meeting afforded you an opportunity to respond to information that was shared with you regarding the allegation that your conduct during the May 3, 2024, protest at the University of Michigan Museum of Art violated the Violence in the University Community SPG 601.18.

After a review of the circumstance that led to the meeting and the information you shared, the assessment concluded that you committed several violations of the Violence in the University Community SPG 601.18. Therefore, the difficult decision has been made to terminate your employment with the University of Michigan. You are ineligible for rehire at the University and your record will reflect that you violated the Violence in the University Community SPG 601.18.

Your final paycheck will be disbursed to you in accordance with University policy and procedure. If applicable, information regarding COBRA benefits eligibility will be sent to you by the university's Benefits Office. Should you have any questions about benefits or payroll, you can contact the Shared Services Center at 734-615-2000.

If you have any questions regarding this matter, please feel free to contact me at 734-763-0175 or amyand@umich.edu.



Amy Grier
Associate Director Staff Human Resources
University Human Resources

Cc: Personnel File