

January 11, 2021

President Dan Martin  
Seattle Pacific University  
3307 3rd Ave. W.  
Seattle, WA 98119

**Re: Hiring of Professor Jéaux Rinedahl**

Dear President Martin:

Jéaux Rinedahl served as an adjunct professor in Seattle Pacific University's School of Health Services/Lydia Green Nursing Program. Professor Rinedahl joined SPU as adjunct faculty in the undergraduate nursing program in July 2019 and taught courses in Community Health and was a Senior Student Practicum Instructor, originally serving as a liaison for graduating senior nursing students working in the field. Due to COVID-19, his role was changed to direct virtual classroom instructor.

By all accounts, Professor Rinedahl is an excellent instructor who was loved by his students and respected by his peers and by the administration in the nursing program. Professor Rinedahl loved teaching at SPU. He respects the university's highly regarded nursing program, he enjoys the students and his colleagues, and, as a devout Christian, he has a deep and profound respect for SPU's mission and values. For Professor Rinedahl, SPU is a perfect place for him to spend his academic teaching career.

Despite Professor Rinedahl's educational background and his distinguished 40-year nursing career, and despite hiring Professor Rinedahl to teach in an adjunct capacity, SPU rejected Professor Rinedahl's application for a full-time Assistant/Associate Professor of Nursing position because Professor Rinedahl is gay. Although SPU has repeatedly encouraged professor Rinedahl to continue teaching at SPU as a part-time adjunct instructor, SPU refuses to consider him for a permanent full-time teaching position. Professor Rinedahl was devastated by this decision.

SPU's actions are on the wrong side of history. We believe that SPU's discriminatory hiring practices and policies that seek to exclude qualified professionals from permanent, full-time teaching positions on the basis of sexual orientation are contrary to the core values and beliefs of the community within which SPU operates, as well as the majority of SPU's own students, professors, and administrative professionals. We also believe that SPU's refusal to hire Professor Rinedahl for a permanent teaching position in the nursing program because he is gay violates state and federal anti-discrimination laws.

We ask that you hire Professor Rinedahl for a full-time faculty position in SPU's nursing program.

Very truly yours,

Erin Norgaard, Esq.  
Daniel Kalish, Esq.  
Brian Dolman, Esq.

HKM Employment Attorneys LLP