

EXHIBIT 31

To: Kilburn, Lilia
Cc: Jordan, Eric; Yun, Jacqueline
From: Povich, Ilissa Kimball/[O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=92E433FFD3F849798481BF8A13AFC0BE-IKP786]
Sent: Mon 5/10/2021 2:14:31 PM (UTC)
Subject: FAS FAC ANTHRO 05-18-20 draft Final Report of Investigation
[FAS FAC ANTHRO 05-18-20_dFRI Cp_Redacted.pdf](#)

Dear Lilia,

Attached please find the draft Final Report of Investigation (the “draft Report”). Under the *FAS Procedures*, the Investigator provides Complainant and Respondent with a written draft of the findings of fact and analysis and gives both parties one week to submit a written response to the draft. The Investigator will consider any written responses before finalizing the Report. You have until the close of business on **Monday, May 17, 2021** to submit your written response. However, you are welcome to submit your written response at any time before then. Moreover, you are not required to submit a written response at all; it is an option provided to you as part of the *FAS Procedures*. If you choose to submit a written response, please send the response to me at this email address.

Please feel free to share the attached draft Report with your personal advisor, as you see fit.

The draft Final Report provided to the parties has been redacted under the Family Educational Rights and Privacy Act (“FERPA”) to remove personally identifiable information of students. Because of confidentiality concerns, the names of parties, witnesses, and other individuals who are not students have also been redacted from the draft Report. Most of the redacted material has been reviewed with you previously. If you wish to review any redacted information, please let us know, so we may schedule a time to provide you the information verbally by Zoom conference.

The documents referenced in the draft Report were already provided by you or to you during the investigation, and will be attached as exhibits to the Final Report.

Please also bear in mind the confidentiality provision of the *FAS Procedures*, which reads as follows:

vi. Confidentiality

The ODR, personal advisors, and others at the University involved in or aware of the complaint will take reasonable steps to protect the privacy of all involved. Once a complaint is filed, the Complainant or Reporter, the Respondent, and any witnesses will be notified of the potential for compromising the integrity of the investigation by disclosing information about the case and the expectation that they therefore keep such information – including any documents they may receive or review – confidential. They also will be notified that sharing such information might compromise the investigation or may be construed as retaliatory. Retaliation of any kind is in itself a separate violation of this Policy and may lead to an additional complaint and consequences.

The parties remain free to share their own experiences, other than information that they have learned solely through the investigatory process, though to avoid the possibility of compromising the investigation, it is generally advisable to limit the number of people in whom they confide.

Thank you for your participation in what is clearly a difficult process.

Best,
 Ilissa

Ilissa Povich
 ODR Senior Investigator
 Harvard University
[Office for Dispute Resolution \(ODR\)](#)
 Tel: [REDACTED]

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.

Pronouns: she, her, hers