



April 19, 2017

Executive Chairman Rupert Murdoch and
Members of the Board of Directors
21st Century Fox
1211 6th Avenue
New York, NY 10036

Mr. Murdoch and Members of the Board:

As the National Organization for Women, representing tens of thousands of women across New York State, we implore the board of directors to move quickly in removing serial harasser Bill O'Reilly, who has a 15-year track record of sexual harassment complaints against him.

We are very troubled that the board of directors of 21st Century Fox has yet to take full responsibility for allowing an environment where the most powerful men in the organization sexually harassed women employees with impunity.

What's outrageous and egregious is that while Fox management was ousting former CEO Roger Ailes, management was simultaneously negotiating to silence sexual harassment complaints on behalf of one of your star talk show hosts, Bill O'Reilly.

In fact, after Ailes' dismissal nearly a year ago, two more settlements were paid to O'Reilly victims, and as recent as last month his contract was renewed. So all the while management actually had two serial harassers on its staff and affirmatively made the decision to only dismiss the one that was under public scrutiny.

If 21st Century Fox does not make it a top priority to fully and legitimately create a zero tolerance policy against sexual harassment and hold sexual abusers accountable, the National Organization for Women New York is fully prepared to mount a vigorous campaign against 21st Century Fox.

The board of directors has shown that rather than taking sexual harassment in the workplace seriously, it has embraced hypocrisy, a lack of moral and ethical fortitude and an utterly callous disregard for the hostile work environment women at Fox have been subjected to for decades from multiple high ranking men in the organization.

A genuine and necessary change to the culture at Fox News would mean that sexual harassers are held accountable *regardless* of whether or not that harassment is made public, not only *because* it is made public. We look forward to hearing a direct response that will outline the concrete steps that your company will take to put a clear end to this unacceptable abuse in the workplace.

Sincerely,

Sonia Ossorio
President