To the Campus Community,

Xavier University is an academic community grounded in a Catholic, Jesuit heritage and in the tradition of the liberal arts, where the free and open exchange of ideas, intercultural engagement, *cura personalis*, and a climate of respect are necessary conditions for the fulfillment of our mission. Bias-motivated offensive conduct undermines the quality of the living, working, and learning environment, both of its direct targets as well as others who share the characteristics on which the bias is based. For this reason, offensive conduct motivated by bias poses a serious threat to the campus community as a whole that will not be tolerated.

Regrettably, this semester has been marred by several student reports of bias-related incidents occurring both on and in the immediate proximity of campus. Last week, it was reported that two African-American female students were the targets of bias-related epithets yelled from the windows of Kuhlman Hall. Residence Life officials and the Dean of Students, in consultation with other campus representatives, are gathering facts about the incident and seeking to identify the unknown violators so that the matter can be appropriately resolved. If you have information about the incident and the identity of those involved, you are urged to call the Dean of Students at 513-745-3166.

If you experience or observe a bias-motivated offense, you are encouraged to report it to one of the following:

- Campus Police at 745-1000
- The Dean of Students, Luther Smith, at 745-3166
- The Resident Assistant on duty or another member of the Residence Life staff at 745-3203
- The Affirmative Action Officer, Kathy Riga, at 745-3638

For support contact:

- The Dean of Students, Luther Smith, at 745-3166

Violations of any university policy governing students, faculty or staff, where motivated by bias, are subject to serious consequences up to and including dismissal from the university, in accordance with the Code of Student Conduct, the Harassment Code and Accountability Procedures and other applicable policies. As members of the campus community, we are all responsible for ensuring that our community standards are upheld.

Cheryl Nuñez, Assistant to the President for Diversity and Equity  
Luther G. Smith, Dean of Students  
Michael Couch, Chief, Campus Police  
Angie Kneflin, Associate Director, Residence Life  
Robert Clay, Director, Office of Multicultural Affairs