



Title IX review

From: **Hesston College President's Office** <president@hesston.edu>
Date: Tue, Nov 29, 2022 at 1:11 PM
Subject: Title IX review
To: Students <students@hesston.edu>, Community <community@hesston.edu>

Dear students and Hesston College community,

I am writing today to address the anonymous fliers that have been posted on campus over the last week. I am grateful to students who voice their concerns about campus safety and culture. We appreciate your advocacy and hope that you will work directly with us in the coming days.

While the postings on campus have been anonymous, we understand that the issues raised in the demands impact all of us as community members - students, staff, and faculty. We also respect and support advocacy in all of its forms, including the planned campus walkout. We understand the issues underlying the planned protest are issues of considerable sensitivity that can take a great toll on students and the community.

We are committed to listening and encourage any interested students, faculty, or staff members to reach out directly to Dr. Carren Moham and Del Hershberger to share their concerns, as I am currently wrapping up a long-planned trip to India and will not be available until December 6.

As you know, we are launching a comprehensive review of campus Title IX policies and practices with the assistance of Cozen O'Connor's Institutional Response Group, a team of attorneys with extensive experience investigating sexual and gender-based harassment and violence and building effective campus policies and programs. All community members who are interested will have the opportunity to share feedback with Cozen O'Connor.

The process we are embarking on is one of self-assessment and reflection. The anonymous demands will inform our work and that of Cozen O'Connor. Students who would prefer to remain anonymous may reach out to Cozen O'Connor directly by contacting Devon Riley or Leslie Gomez directly at driley@cozen.com or lgomez@cozen.com. Devon and Leslie will not share any personally identifying information with the College.

At the conclusion of the review, we will share and discuss the review's results with our campus community. Among other means of gathering community perspectives, the external review process will include small-group listening sessions and other methods for individuals to privately share their views and experiences. Information shared with Cozen O'Connor will not be shared with the College with any personal attribution. We will soon announce these forums and opportunities, and hope and trust all interested members of the community will participate in them. The review process will be thorough, trauma-informed and sensitive, and most importantly, be designed to gather information that will inform and drive action.

Please hear me say that we are not adversaries. Instilling confidence in our campus culture and supporting our community, including our students, is of the utmost importance to us all.

I wish you the best in the final week of classes, and in your preparation for finals.

--
Peace, Joe

Joseph A. Manickam, Ph.D.

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