

MICHIGAN STATE UNIVERSITY

November 13, 2015

Dear MSU Residents,

In light of the recent events occurring on the campuses of the University of Missouri, Yale University, Ithaca College and other institutions of higher education across the country, we want you to know that Residence Education and Housing Services at Michigan State University is committed to providing a safe and inclusive living environment for all Spartans.

We understand that events such as these cause hurt feelings, worry, anger, fear and self-reflection on what can and should be done in response. Know that we are here to support you and aim to provide a safe space in our neighborhoods for you to engage in open and respectful dialogue regarding these issues as well as challenges right here at MSU.

This is your home during your time at MSU. We work tirelessly to ensure that all residents feel safe, secure, and welcomed to the MSU community. We want you to know that we take bias incidents very seriously. When we are notified that an incident of bias has occurred the Office of Institutional Equity are notified immediately so an investigation can ensue. The MSU Police Department may also be called if there is a threat of danger or if it is suspected that a crime may have been committed. Our staff then works with those involved to provide support and ensure their well-being.

Incidents of harassment and other behavior designed to demean individuals and groups on the basis of age, color, gender, gender identity, disability status, height, weight, marital status, national origin, political persuasion, race, ethnicity, religion, sexual orientation or veteran status is counterproductive to the educational mission and goals of MSU. We want to remind you that incidents and behavior such as this will not be tolerated in the residence halls or anyplace else on this campus. Every member of the MSU community has a right to live, study and work at this institution free from intimidation, harm or disrespect. Those who violate these rights will face serious consequences.

We want your time here to be filled with academic achievement, personal growth, and positive memories that will last a lifetime. If you have any concerns or need to report an incident of harassment or inappropriate behavior, please do not hesitate to reach out to your residence hall staff. Your resident assistant (RA), intercultural aide (ICA), community director (CD), assistant community director (ACD), and all MSU team members are here to assist you.

For more information on reporting a bias incident in your community, please visit: www.liveon.msu.edu/content/Reporting-Bias.

To report discrimination or harassment, you can submit a Discrimination/Harassment Formal Complaint Form online at www.oie.msu.edu.

For more information about Residential and Hospitality Services, please visit: www.rhs.msu.edu.

In the meantime, please be on the lookout for more information about initiatives on-campus to keep this important conversation going.

Have a wonderful year at MSU. Go Green! Go White!

Sincerely,



Division of

Residential and Hospitality Services

Residence Education and Housing Services

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