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Dear University Community,

I write you to address unacceptable incidents that have occurred since we wrote to you last week. I want to state categorically that slurs, threats or intimidation are never welcome on this campus. We will be taking a host of actions and you will hear additional comments from me in the coming days. Make no mistake, we will take every action available to us to address these incidents.

We are investigating:

- A racist threat in a restroom at The Inn at DePauw
- A homophobic and an anti-Semitic message also found in a restroom
- An incident of a student engaging in offensive behavior at the Duck
- The n-word formed by rocks in the nature park

Public Safety is investigating each of these incidents and since most are in public spaces, we have contacted the Greencastle Police Department, the Mayor of Greencastle and the Indiana State Police to assist. This behavior is threatening and intimidating and cannot be tolerated.

Although we don't yet know when these words were written and regional public safety officials do not report any uptick in hate group activities in our area, we remain hyper-vigilant in monitoring such activity.

We have taken the following actions:

- Contacted campus, city and state safety officials
- Launched investigations into each incident
- Launched bias team reviews
- Solicited additional investigative help from state officials
- Reviewed campus camera data
- Added additional safe ride and campus escort vehicles
- Created a specific email address, incident@depauw.edu, to report information any of you may have on these issues. Please use this address to let us know what you are seeing and hearing. We ask everyone to be ever vigilant.

In addition, we are taking the following steps:

- Scheduling a meeting with faculty, staff, and student campus leaders
- Following that meeting, we will schedule a campus-wide gathering for every member of our community. We are one community and this affects us all.

The investigative processes are thorough and take time. We will update the community when we have more information.

You will continue to hear from me. Our society has major challenges before us and we must do in all in our power to be certain that this campus, our home, is inclusive, welcoming, and safe.

President McCoy