

February 28, 2008

To the University of Idaho Community:

This week a member of our community was confronted by an act of hate on our Moscow campus.

We are deeply offended, concerned and angered by what occurred. While we continue to investigate and provide all necessary support to the affected individual, I wish to make the community aware of the event – and to state unambiguously that such behavior will not be tolerated at the University of Idaho.

What occurred fractures the covenant of trust and collegiality that binds us together in this University community. Simply put, such behavior is antithetical to our core values, culture, expectations and aspirations...and cannot be tolerated.

On Monday morning, February 25, an employee reported to work to find writing and drawings on the office whiteboard that depicted two nooses and the word “lynch.” That someone was able to enter a professional office inappropriately, deface a work space and undermine a colleague’s sense of safety and security in the workplace is wholly unacceptable.

Attached to this email is the University’s statement on civility, which was updated and distributed to all members of the community last fall. My expectation then, and now, is that each and every one of us will understand, respect and live by this creed.

I also ask that we re-familiarize ourselves as a community with Administrative Procedures Manual item 05.33, which discusses the definition, reporting procedures and disciplinary actions pertaining to threatening or violent behavior on campus:

<http://www.uihome.uidaho.edu/default.aspx?pid=84328>.

Sincerely,



Timothy P. White
President