

Sent on December 3, 2015

Dear Wayne State community,

The tragic shooting in San Bernadino yesterday is yet another sad reminder that we live in an increasingly dangerous world. While our hearts and thoughts are with the victims and families, our primary focus remains the safety of our campus and community.

You may notice increased police presence on and around campus over the next several days. Please understand that this is evidence of purposeful vigilance, rather than increased danger. Our professional police force is highly trained to respond to difficult events, and is connected and aligned with other law enforcement agencies like the Detroit Police, the Michigan State Police, the Wayne, Macomb and Oakland County Sheriffs, the FBI, and Homeland Security. These agencies plan, prepare and practice together to be sure we are in a constant state of readiness.

Wayne State's Crisis Communications Team, which includes our Chief of Police as well as representation from across the campus, meets regularly to test Wayne State's readiness for a wide range of scenarios, especially scenarios like San Bernadino and Paris.

This preparedness and preparation has helped Wayne State become a very safe campus, but it is also important, for continued safety of all, that everyone assume a level of responsibility for understanding what to do should a crisis occur. Each semester we share information about resources available to help you be prepared. I encourage you to review this information, which is below.

There are many people on campus who are trained to respond if notified, or to support, guide and assist you. We can't plan for every possibility, but if you feel you need assistance or think you have witnessed or have been the victim of a questionable incident, you should immediately do one or more of the following:

If you witness a crime on or near campus, call the Wayne State Police at 313-577-2222. Our police force is highly trained and very responsive. They will assume responsibility.

If you are an employee and this incident involves another employee, also notify your manager. Please explain the situation, provide the facts, and ascertain, if possible, the manager's next steps.

If the incident involves a student, also notify the Dean of Students at 313-577-1010. Dean of Students, David Strauss, is the chairperson of the university's Student Update Information Team (SUIT) and the Title IX deputy coordinator. SUIT is designed to make sure serious threats or incidents are brought to the attention of university officials and are handled promptly and properly. You also can submit a Student Care Report, which can be found on the Dean of Students' website at doso.wayne.edu/.

If you have a complaint involving unlawful discrimination or harassment, contact Nikki Wright, Wayne State's Title IX coordinator and director of the Office of Equal Opportunity, at 313-577-2280.

If you feel it necessary to share the matter anonymously, you may do so through the Office of Internal Audit. Their anonymous hotline is 313-577-5138. Or you may submit an anonymous tip on their website at internalaudit.wayne.edu/report.php.

If you are not sure whether to report an incident, please call the Office of the General Counsel for guidance at 313-577-2268.

If you are experiencing stress and feel you may need assistance, please contact Counseling and Psychological Services (CAPS). CAPS is part of Student Services and is dedicated to providing counseling and psychological services for Wayne State students. CAPS can be reached at 313-577-3398.

We've centralized a lot of our safety information and resources online at wayne.edu/safety/. It contains tips on preparedness, emergency procedures, crime statistics, university contacts and more. We hope you'll find it useful. While on the safety website, we encourage you to sign up for Wayne State's Broadcast Messaging Service so you can receive safety alerts and important messages on events as they're happening.

Be sure to check out our Safety Awareness Overview video for highlights of Wayne State's safety initiatives and procedures.

We work hard to ensure a safe campus where people can concentrate on teaching, learning and discovery. We hope that our focus on preparedness and your own preparation for emergencies will help you feel more secure.

Thank you.

M. Roy Wilson
President