

Dear Partners,

I hope this finds you well and enjoying the Christmas holiday season.

As you may know, the Hesston College campus community has been walking through a challenging time of learning and self-reflection over the past few months. A student-led group has voiced concerns regarding how the college has responded to instances of sexual violence in the past and created a list of demands they are asking to be implemented relating to staffing, policy improvements, Title IX education and more.

These are serious allegations that warrant a serious response. Therefore, when we learned of the student concerns in late September, the college committed to doing a full review of our policies and procedures related to student safety and Title IX. The external review, which is being conducted by [Cozen O'Connor's Institutional Response Group](#), is currently underway. The Cozen O'Connor team has extensive experience investigating sexual and gender-based harassment and violence and is nationally known for their commitment to sensitively and candidly helping educational institutions identify challenges and strengthen their programs. We welcome their insights and perspectives based on their experience with colleges and universities across the country.

This review process includes opportunities for students, faculty, staff, alumni and other off-campus constituency groups to be heard. Cozen O'Connor will be offering on-campus listening sessions on January 12 to 13, individual meetings, and private reporting through email. The process will be thorough, trauma-informed and sensitive, and most importantly, be designed to gather information that will drive action. It will also include a study of cases of sexual and gender-based harassment and violence handled by the college during the past five years. We want to know what happened, where students were served well and where we fell short.

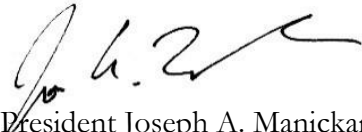
At the conclusion of the review in early 2023, we will share the report's results with the community and host dialogues about how to implement any changes to strengthen our program. This process will help us ensure that we are doing everything we can to support and protect our community.

Student advocacy has continued, including a peaceful student-led walkout of Formation (Chapel) on December 2 to let student voices be heard related to this issue. We have been impressed by the coordination of our students and how they are utilizing their voices in pursuit of positive change. And we are committed to listening to those voices and the opportunity they offer the college for self-reflection.

The Hesston Experience is what we have been known for, what our alumni talk about, and what our current students seek. We are committed to ensuring this experience remains a positive one, an experience where students feel safe and supported. Yet, we acknowledge and are deeply saddened by the fact that this has not been every student's lived experience. As always, we aim for our student experience to be tangible proof of our mission, which is to educate and nurture each student within Christ-centered community. Living out this mission takes the whole campus community, as each faculty and staff member plays a vital role.

Please keep the Hesston College campus community in your prayers as we journey through this important time.

Peace,



President Joseph A. Manickam, Ph.D.