



Office of the President

February 9, 2021

Dear colleagues and friends,

At Central Michigan University, our core values guide every aspect of our operations. They are the foundation of our culture and enable us to create a welcoming, safe environment conducive to living, learning and working.

First among our core values is integrity, and we have made an institutional commitment to adhere to the highest standards of integrity, ethics and principles in all we do.

As part of our commitment to maintain a safe, secure and ethical workplace, CMU offers the CMU Ethics Hotline, an accessible, confidential and anonymous way to report activities that may involve unethical or otherwise inappropriate behavior that may violate CMU policies. The Ethics Hotline is managed by an outside firm, EthicsPoint, and is available 24 hours a day, 365 days a year. EthicsPoint is uncompromising regarding data integrity, confidentiality and anonymity.

In addition to the Ethics Hotline, you also may continue to rely upon existing internal mechanisms for reporting concerns. All reports are reviewed and responded to promptly and appropriately.

Again, at CMU, we believe in fostering a culture of integrity and responsibility. No retaliatory action will be taken, nor tolerated, against any individual reporting or inquiring in good faith about potential ethical misconduct.

We all share the responsibility for creating and maintaining a professional, ethical work environment. Thank you for your continued cooperation, and for your dedication to the success of our students and university.

Sincerely,

A blue ink signature of Robert O. Davies, Ph.D., is written over the word "Sincerely,".

Robert O. Davies, Ph.D.

President

Central Michigan University