



Anne M. Kress, Ph.D.  
President

**MCC VALUES:**  
INTEGRITY.  
EXCELLENCE.  
EMPOWERMENT.  
INCLUSIVENESS.  
COLLABORATION.  
STEWARDSHIP.

Dear Valued MCC Employee,

Monroe Community College's values should drive all of our actions at the College and help us create and sustain a safe, secure, and ethical workplace. Each of us shares in the responsibility for promoting a positive work culture that demonstrates integrity, excellence, empowerment, inclusiveness, collaboration, and stewardship.

To this end, the College, the MCC Association, Inc., and the MCC Foundation provide all employees with a confidential reporting system, the **MCC Ethics Hotline** to report activities that may involve unethical, illegal, or inappropriate activities in violation of MCC's policies, procedures, contractual obligations, or the law. The hotline is managed by an independent provider, EthicsPoint ([www.ethicspoint.com](http://www.ethicspoint.com)).

I hope you feel comfortable speaking with your direct supervisor about MCC's policies and procedures, potential ethical issues or concerns, and suggestions about how we can make our College better. However, I understand this is not always the case. The MCC Ethics Hotline provides an alternative channel for you to communicate your concerns confidentially and anonymously if you so choose. You can also use the hotline to provide feedback and suggestions pertaining to areas in which we can improve.

A designated committee will review and respond to all questions, allegations, and suggestions submitted through the MCC Ethics Hotline in a timely and appropriate manner.

To submit an allegation, question, or suggestion via phone using the MCC Ethics Hotline, call **(877) 237-8216** to speak with an EthicsPoint specialist. If you do not feel comfortable providing information over the phone, you may also access the system online at [www.monroecc.ethicspoint.com](http://www.monroecc.ethicspoint.com). For your information, I have enclosed the College's [whistleblower policy](#) and a convenient [reference card](#) with contact information.

I value your voice in College operations and your engagement in strengthening MCC, and I encourage you to use this system to report any issues, concerns, or general questions or suggestions that should be addressed. If you have any questions about the MCC Ethics Hotline, please contact Dolores Pasto-Ziobro, institutional compliance officer & internal auditor, at 585-292-2158 or [dpastozioebro@monroecc.edu](mailto:dpastozioebro@monroecc.edu).

Sincerely,

Anne M. Kress