



Office of the President

March 9, 2022

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.

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

Be well,

A handwritten signature in blue ink, appearing to be "R. O. Davies".

Robert O. Davies, Ph.D.

President

Central Michigan University