



Todd A. Diacon
President

September 23, 2025

The Honorable Bernie Moreno
United States Senate
SR-284 Russell Senate Office Building
Washington, DC 20510

Dear Senator Moreno,

Thank you for your letter regarding the urgent issue of antisemitism and the role of universities in ensuring that all students—regardless of religion and shared ancestry—can safely learn, live, and thrive at Kent State University. We share your concern and take very seriously our responsibility to ensure that every student, regardless of religion, background, or belief, can pursue their education in a safe, respectful, and inclusive environment. As detailed below, our University has enhanced security, strengthened reporting mechanisms, and expanded education and training, in an effort to combat antisemitism and other discrimination and harassment on campus.

Further, we have worked persistently to comply with all state and federal laws regarding racial, religious, and ethnic harassment and intimidation, Title VI of the Civil Rights Act which prohibits discrimination based on race, color or national origin, and a 2022 Executive Order issued by Governor DeWine mandating adoption of the IHRA definition of antisemitism, while simultaneously balancing First Amendment rights and state laws regarding freedom of expression on campus, including, but not limited to Ohio Revised Code Chapter 3345 §§ 0211-0215.

The following provides actions that we have taken—and continue to take—to combat antisemitism on campus:

1. **Executive Order 2022-06D.** Executive Order 2022-06D, Defining and Combating Antisemitism, issued by Governor Mike DeWine on April 14, 2022, requires all public universities in the state of Ohio to adopt the International Holocaust Remembrance Alliance (“IHRA”) Working Definition of Antisemitism or an appropriate alternative definition. Accordingly, the University’s Office of Equal Opportunity and Compliance will apply the IHRA definition as set forth in Executive Order 2022-06D for purposes of determining whether an alleged discriminatory act was motivated by antisemitic intent.

2. **Support Services.** Kent State University has and will continue to engage directly with Jewish students and organizations to assess needs and strategies to ensure that antisemitism is not tolerated on campus, and to promote the well-being of Jewish members of our campus community. This effort includes maintaining a close working relationship with Hillel at Kent State University, which is a Hillel International site located on the KSU campus that serves Kent State University, University of Akron, Northeast Ohio Medical University, and Hiram College.

The University, through both its Division of Student Affairs and Campus Police Services, is in active dialogue with Hillel at Kent State University to ensure that the voices of Jewish students and student organizations are heard and their concerns addressed. Through this relationship, the University has strived to apply guidance provided by Hillel International on “What Colleges and University Should Do to Prepare for the 2025-2026 Year” to combat antisemitism on campus. (<https://www.hillel.org/what-colleges-and-universities-should-do-to-prepare-for-the-2025-2026-year/?af=&gs=>). *As a result of a close working relationship between University administration and Hillel, the Hillel at Kent State University leadership confirmed on August 19, 2025, that the University is “actively and positively engaging with the five pillars of action” suggested in the guidance.*

3. **CAMPUS Act.** Ohio’s Campus Accountability and Modernization to Protect University Students Act (“CAMPUS Act”) was enacted on July 24, 2024, and required that all state institutions in Ohio adopt and enforce a policy regarding racial, religious, and ethnic harassment and intimidation that includes: (i) training for faculty, staff, and administrators on how to respond to hate incidents in real time; and, (ii) complaint procedures for students, staff, or faculty, including anonymous reporting options, clear disciplinary processes, and, mandatory communication at the end of investigations.

The Act further requires that campus police work with local law enforcement and the Ohio State Highway Patrol to help protect student groups that may be targeted by terror threats or hate crimes. Finally, the Act requires that each institution establish a task force to address Antisemitism, Islamophobia, anti-Christian discrimination, and other forms of harassment, bullying, or violence based on actual or perceived religious identity.

Kent State University has fully complied with, and surpassed the requirements of the Act:

- **Training:** Our University enacted Administrative Policy 5-16.3, Regarding Training on Response to Racial, Religious, and Ethnic Hate Incidents or Incidents of Harassment. The Policy requires that the University provide training for all institution administration, faculty, and staff which shall include information on how to respond to racial, religious, and ethnic hate incidents or incidents of harassment that occur during a class or event held at the institution at the time the incident occurs. Training specific to Policy 5-16.3 and the Campus Act includes, but is not limited to:

- **February 2024:** Campus Police Services personnel received cultural diversity training. The topic was the Jewish community. Representatives from our local Hillel presented the training.
- **August 2024:** Campus Police Services personnel received de-escalation training.
- **June 2025:** The University's Division of Student Life and Department of Public Safety presented at the International Town & Gown Conference on activism, including conflict management techniques.
- **July 2025:** Campus Police Services personnel received crowd control training.
- **August 2025:**
 - Campus Police Services attended the 2025 Hillel Security Training in partnership with Gary Rhines, Director of Jewish Community Security, Akron and Canton.
 - The Chief of Police Services and a member of University's Division of Student Life made a presentation to University's Academic Affairs leadership and the College of Communication and Information on procedures, policy, and law related to addressing on-campus activism and conflict management and de-escalation techniques.
 - University's Dean of Students and the Chief of Police Services met with an executive officer of the University's chapter of Students Supporting Israel (SSI). The meeting was held to discuss possible concerns, threats, policy violations, and crimes against members of SSI. A dedicated University police detective was assigned to monitor and address the group's concerns.
- **September 2025:** We provide annual faculty marshals training presented by Campus Police Services and the Division of Student Life. This training includes techniques on conflict management, crowd awareness, and de-escalation. It also includes education on university policy, constitutional and state laws.
- **Complaints Portal:** The University's Office of Equal Opportunity and Compliance has set up a formal complaint portal for the campus community can file complaints regarding discrimination and harassment. The portal includes the option to submit both anonymous and non-anonymous complaints (<https://kent-advocate.symplicity.com/collections/eaacompliance>).
- **Nondiscrimination Task Force:** Following guidance provided by the Ohio Department of Higher Education, the University has created a campus task force on combating antisemitism, Islamophobia, anti-Christian discrimination, and hatred, harassment, bullying, or violence toward others on the basis of their actual

religious identity or what is assumed to be their religious identity at the institution.

- 4. Investigation and Determination of Complaints for Discrimination or Harassment based on Title VI Shared Ancestry.** The University's Office of Equal Opportunity and Compliance was established to investigate, among other things, complaints under University Policy 5-16, Regarding Unlawful Discrimination and Harassment, including all discrimination and harassment complaints based on Title VI shared ancestry classes. Following investigation by the University's Office of Equal Opportunity and Compliance, complaints will be adjudicated either through the Office's adjudication process or referred to the Office of Student Conduct. Further, the University is prepared to address credible reports of antisemitic harassment or discrimination not only addressed through internal procedures but, where applicable, will be reported by Campus Police Services to appropriate law enforcement authorities for investigation.
- 5. Campus Police Services.** The University's Police Services will continue to work closely with local law enforcement, maintain surveillance and patrols around vulnerable areas, and ensure that any credible threats are responded to with urgency. In parallel, Campus Police Services is fostering a culture of respect through continuous education and engagement.

Kent State University remains steadfast in its commitment to fostering a campus environment that is safe, inclusive, and respectful for all members of our community. Combating antisemitism and all forms of discrimination is a policy, legal, and moral obligation that we take seriously. We appreciate your continued attention to this issue and welcome ongoing dialogue and partnership with your office as we work to uphold our shared values of respect, safety, and dignity for every student. Please do not hesitate to reach out if we can provide additional information.

Sincerely,



Todd Diacon
President
Kent State University