



September 16, 2025

The Honorable Bernie Moreno
United States Senate
Washington, D.C. 20510

Dear Senator Moreno:

Thank you for your letter on September 9, 2025, regarding antisemitism and the protection of students' rights on college campuses. Student safety is a top priority for Wright State, and we expect you will be pleased to learn that the University has been, and remains, proactive about deterring and responding to reports of antisemitism and other illegal discrimination on campus.

Policies

We are pleased to report that the University has and enforces comprehensive policies against all forms of illegal harassment, discrimination, and retaliation based on protected statuses and attributes, including but not limited to religion, nationality, and race. Copies are appended for your reference. Wright State's leadership continually reviews, updates, and expands those policies annually, on average, in response to ever-changing legal, regulatory, and operating environments. Please note that the University's non-discrimination policies expressly adopt the International Holocaust Remembrance Alliance definition of "antisemitism," as required by Governor DeWine's Executive Order 2022-06D.

We were the very first four-year public university in the state to amend its anti-discrimination policies in response to Ohio Senate Bill 94: the "CAMPUS Act." As you may already know, that legislation requires all public colleges and universities to, among other things:

- Have and enforce policies against racial, religious, and ethnic harassment. Our policies already prohibited all forms of illegal harassment and discrimination, and were reviewed and expanded in response to the Act.
- Create an anti-hate taskforce. Wright State's taskforce was formally created under the authority of the nondiscrimination policy, and serves as the University's anti-hate taskforce.
- Provide nondiscrimination training to University personnel. Wright State already required (and requires) new personnel to complete nondiscrimination training, and we are working to update and expand that training, perhaps including periodic refresher training.

Office of the President

3640 Colonel Glenn Hwy. | Dayton, Ohio 45435-0001
937-775-7777 | fax: 937-775-7777 | Daniel.Palmer@wright.edu | wright.edu

- Create and operate a complaint and resolution process for use in addressing on-campus discrimination. Wright State has an extensive and effective process for resolving those reports. Details are below.

Reporting

We work hard to foster an intellectually diverse environment where every student and every employee is treated as a unique individual and not merely as a member of any particular demographic group. In part due to our focus on individuality, reports of antisemitism or illegal discrimination are rare at our institution. But when incidents are reported, the school acts swiftly to investigate and resolve them.

Students, employees, and members of the public can report illegal harassment, discrimination, retaliation, and other misconduct through a variety of pathways. We encourage members of the campus community to notify law enforcement any time they fear for their safety (or for the safety of others), or if they suspect criminal conduct has occurred, is occurring, or may occur. Public safety officials at Wright State respond definitively to protect life and property, maintain campus order and operations, and investigate and apprehend offenders. Our team trains and works in close concert with local law enforcement in adjoining jurisdictions and municipalities, as well as county, state, and federal officers and agencies.

In all other cases, interested parties can relay their concerns by filing a complaint directly with key University officials (e.g. Provost, Human Resources, and General Counsel) in-person, in writing, or by telephone. We also operate an EthicsPoint system, our primary and preferred reporting protocol, that accepts reports from anyone, on any subject from customer service to criminal acts. The system has functionality for optional anonymous reporting, and facilitates private correspondence and exchange of files (including anonymously, if desired). The system ensures that all reports and major report-related events are logged and tracked through final resolution.

Our personnel strive to review, acknowledge, and begin work on each report within one business day. Complainants and respondents alike have the ability to request interim protective measures, such as “no contact” orders, class or work schedule adjustments, temporary reassignments, and similar arrangements to ensure that all parties have the greatest possible access to the University’s educational programs and activities while the report is outstanding.

Investigation

Reports are initially reviewed by staff in the Office of Audit, Compliance, and Risk Management, which has a direct reporting line to the Board of Trustees and “dotted line” reporting to me. Each report receives an initial review, and is then referred for an informal inquiry, a formal investigation, or a different response as determined by the staffer assigned to the case.

Where inquiries or investigations are appropriate, the Office will assign its own personnel, personnel from other units (e.g. Human Resources), or appoint an external contracted investigator. The University uses personnel with investigatory training or experience. In all cases, the Office of Audit, Compliance, and Risk Management retains oversight of the report, and collects regular updates to ensure continuous movement towards a final resolution.

Post Investigation

Formal investigations generally produce a written report of investigation, with findings of fact, conclusions, and (often) recommendations regarding next steps. If the evidence substantiates that a policy violation occurred, the Office will refer the report to the relevant office to determine a sanction and initiate any necessary disciplinary due process. Sanctions range from informal reprimand to dismissal of employees, expulsion of students, and business termination for contractors and consultants. In appropriate cases, reports can be referred to the Board of Trustees, President, law enforcement, or other offices and officials.

Wright State also has and enforces a robust non-retaliation policy that prohibits retaliation against any person on account of their having filed a protected report, or participated in its investigation or resolution, including as a witness, investigator, complainant/respondent, panel member, or otherwise.

And finally, as required by the CAMPUS Act, the University collects and reports data—generally to the Chancellor of Higher Education, and in Clery Act disclosures—regarding on-campus incidents.

Investments and Activities

I am pleased to report that the University has made and continues to make critical investments in the deterrence, identification, and resolution of on-campus incidents. With the assistance of a competitive public safety grant, Wright State has dramatically expanded its on-campus monitoring infrastructure, including through the purchase and installation of over 1,000 high-definition surveillance cameras and recording equipment. Furthermore, we have invested in training for our personnel, including to aid law enforcement personnel in delivering trauma-informed services to victims, and training other personnel how to

recognize and respond to on-campus incidents including but not limited to harassment and discrimination.

Additionally, when concerning incidents, literature, or flyers surface on campus, our Department of Public Safety immediately forwards that information to our state and federal partners, including Ohio Homeland Security, the Ohio State Patrol Intelligence Unit, the Joint Terrorism Task Force, and other relevant law enforcement groups. This ensures our response is coordinated, intelligence is assessed quickly, and resources are aligned appropriately to protect our students and campus community. By proactively sharing information, we stay ahead of potential risks and demonstrate our commitment to maintaining a safe, inclusive, and secure environment at Wright State University.

Conclusion

These investments in policy, infrastructure, training, and education reflect our strong commitment to campus safety. We are not only enhancing the physical security of our campus through technology and grants, but also equipping our law enforcement personnel and our community members with the tools they need to prevent and respond to incidents. This approach underscores Wright State's attention to and compliance with recent federal actions, including Executive Order 14188 ([Additional Measures to Combat Anti-Semitism](#)), the Department of Education's enforcement initiatives, and the Department of Justice's creation of a Task Force to Combat Antisemitism. By combining strong policies, effective oversight, proactive security measures, and ongoing education, Wright State University is positioned to exceed the expectations placed upon higher education institutions to protect Jewish students and to deter antisemitic discrimination, harassment, and violence.

Beyond enforcement, Wright State remains committed to cultivating a campus culture of respect and education. The University also provides a wide range of resources to support students who may be impacted by discrimination or bias, whether or not they choose to file a formal complaint. These resources include the Office of Student Advocacy, which helps students navigate university processes; the Counseling and Wellness Services center, which provides confidential mental health support; the Raider Cares crisis line, available 24/7 to students in distress; and the Office of Community Standards and Student Conduct, which enforces behavioral expectations and provides restorative interventions. Together, these resources ensure that every student has access to guidance, care, and advocacy if they experience or witness antisemitism or any other form of discrimination.

We will continue to actively engage with student leaders, faith-based student organizations, and community partners to create opportunities for dialogue and to build mutual understanding among all faculty, staff, and students. These partnerships not only help prevent antisemitism but also strengthen our broader mission of fostering a welcoming, inclusive, and safe environment for all.

Wright State University takes seriously the safety and well-being of our Jewish students and every member of our community. You have my assurance that the University will continue to uphold and strengthen its commitment to protecting religious freedom, preventing antisemitism, and responding decisively to any violation of these values.

Sincerely,

A handwritten signature in black ink, appearing to read "S. Edwards", followed by a period.

Dr. Susan Edwards, Ph.D.
President
Wright State University