



# DAEMEN

COLLEGE

**A World of Opportunity**

Office of the President

September 8, 2016

Daemen College  
Faculty, Staff, and Students

Dear Colleagues,

I would like to welcome all students, faculty, and staff to another exciting academic year at Daemen College after what I hope was a rewarding summer.

Recently, we have all been witnessing incidents of racial intolerance and violence in cities and on college campuses throughout the nation, and I wanted to take this opportunity to reaffirm Daemen College's commitment to inclusiveness, collegiality, tolerance, mutual respect, and human dignity. The College seeks to provide a safe place for all students, faculty, and staff to learn, grow, and thrive; it does not condone any language or behavior that violates the accepted norms of decency and mutual respect.

Please take a moment to familiarize yourself with Daemen's nondiscrimination policy: (<http://www.daemen.edu/about/policies-and-procedures/nondiscrimination-equal-opportunity-policy>). If you ever feel that you are a victim of an incident of bias, I invite you to report the incident: (<http://www.daemen.edu/student-life/diversity-and-multicultural-affairs/reporting-incident>).

I join our Director of Diversity and Multicultural Affairs, Alvin Roberts, in wishing you a welcoming, tolerant, and accepting climate here at Daemen, and we invite you to let us know if there are measures we can take to enhance the college's climate of inclusion and collegiality.

I wish you and all members of the Daemen Family a rewarding and productive academic year.

Cordially,

Gary A. Olson  
President