

From: **Karen Salvemini** <salvemik@lafayette.edu>
Date: Mon, Dec 1, 2025 at 2:01 PM
Subject: Ramifications of Recent Wellness 101 Presentation
To: Jake Bates <batesj@lafayette.edu>, Walter Snipes <snipesw@lafayette.edu>

Dear members of the Lafayette fraternity and sorority community,

My name is Karen Salvemini and I am the Director of Institutional Equity & Title IX Coordinator. I oversee the College's response to incidents of bias, harassment, discrimination, and sexual misconduct in accordance with the College's policies and procedures addressing equal opportunity and Title IX.

On Wednesday, November 12th, numerous inappropriate and offensive comments were made by students during the facilitation of the Wellness 101 presentation by Dr. Vanessa Freeman. Due to my role at the College, and as required by College policies, I received notice about the comments. In reviewing student responses within the participation portions of the presentation, I observed antisemitic language, sexist language, and disrespectful and harmful comments about a variety of topics and identity groups. The impact on both the presenter and on some individuals present for the presentation has been significant.

As President Hurd stated in her November 21, 2025, message about this incident, every member of our community deserves to be valued and respected. The College is committed to fostering an educational and employment environment free from discrimination and harassment in all forms. In order to do so, the College must provide an adequate response with measures designed to stop the behavior, prevent its recurrence, and address adverse effects of such conduct in College-related programs or activities.

To that end, effective immediately, there will be a pause on all fraternity- and sorority-related social events, events with alcohol, and spinnings (the social philanthropy events meant to introduce first year students to fraternities and sororities). Social recruitment events are also paused, unless the event is appropriately scheduled with the Office of Student Involvement as part of the recruitment process. Current programs for the remainder of the fall semester that have been previously approved will continue as scheduled unless otherwise notified by the Office of Student Involvement. The pause will remain in place indefinitely for each chapter until the full membership of the chapter satisfactorily completes an in-house educational program developed by College professionals regarding the topics and issues that are related to this incident. No additional events will be approved for the fall semester or for the spring semester until the full membership of the chapter has completed the educational requirement. More information about the educational requirement, including scheduling sessions, will be forthcoming at the beginning of 2026.

This pause does not currently apply to council-based programs and/or philanthropy events. If further incidents occur, these steps will be revisited to determine if additional/different measures are necessary. If there are questions regarding the parameters of which events may continue, please contact Jake Bates, Associate Director of Fraternity & Sorority Life, and/or Dr. Walter Snipes, Dean of Students.

I recognize that some students did post in the presentation to request that the individual(s) stop with the comments and/or expressed their concerns to Dr. Freeman and Mr. Bates after the presentation. Chapter leadership for some organizations have reached out directly to Dr. Freeman to express their regrets about the comments. These actions are to be commended. At the same time, I am concerned that students in the space did not speak up to identify the perpetrators or to otherwise attempt to stop the behavior. The intervention of bystanders, particularly by peers, can have a significant impact on the culture of a campus community and the prevention of future incidents.

As part of a campus organization, the actions of some members of the community reflect back on the entire organization. Over 60% of the approximate 800 members of the fraternity and sorority life community were in attendance for the presentation. Under these circumstances, the community as a whole is unfortunately subject to the consequences of this incident due to the severity of the conduct and the presence of a significant portion of the student body.

I appreciate that this decision will generate a variety of emotions and reactions. Unfortunately, due to the severity of the incident, these steps are necessary to address the effects of the incident on the impacted individuals and the community at large. If you are in need of support to discuss either the situation and/or the impact of these steps, there are many resources

both at the College and within the local community available to you. More information about these resources may be found [here](#).

It takes every member of the College community to foster a culture that is welcoming, inclusive, and free from harassment and discrimination. I look forward to continuing to work with the fraternity and sorority life community to create and maintain that culture.

Karen

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