



Rogers J. Johnson
President

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John T. Kirkpatrick
Dean of Students
Affirmative Actions and Equity Affairs
University of New Hampshire
Thompson Hall
105 Main Street
Durham, NH 03824

Dear Dean Kirkpatrick,

The Manchester and Seacoast Branches of the NAACP received complaints from minority members of the UNH student body regarding racists social media posts from other UNH students in addition to verbal and physical acts of violence against University of New Hampshire students – particularly students of African and Latino descent.

The NAACP is an organization that has been on the front lines for social justice and civil rights since 1908. One of the responsibilities that we have is to be an advocate for those who experience a threat to their human rights.

This correspondence is in regard to the aforementioned incidents. Let us be frank, we are so far not impressed with the response to date and we would like to ensure that any Administrative Hearing on these incidents exhibit full transparency and be posted in a timely manner.

Based upon your posted Student Value Statement that reads “*Students must live, work and learn in an environment of civility and respect where their rights and responsibilities are deeply valued, highly cherished and fairly administered,*” we would expect that the university would do everything possible to live up to that creed. However, it appears to us that the university has fallen short of that goal.

Noting that certain minority students have filed a number of Student Violations of the University of New Hampshire Student Code of Conduct, we would expect that a Hearing Panel as defined under Article I, No. 14 of your Student Code would have been created to review the alleged charges after a thorough examination. We would expect that a specific timeline would be delineated and disclosed to all parties by now. Alas, that has not been done. There is no question that the incidents should be investigated due to the University's own definition of Threaten under Article I, No. 28, "***to express one's intention to (a.) physically harm or kill another person, or (b.) to take hostile action against another person or their property in retaliation for something done or not done.***"

It is clear to us that as stated in your Student Code of Conduct Article III that "Any student found to have committed the following misconduct is subject to the disciplinary sanctions in Article IV. It appears to us that the alleged violations include but are not limited to:

1. b. Forgery, alteration, or misuse of any University document or instrument of identification
3. Conduct which results in;
 - b. Threatening or endangering the health and safety of any person.
 - e. Harassment.
19. Theft or other abuse of computer time, included but not limited to;
 - c. Unauthorized use of another individual's identification and password.
20. Knowingly assisting any other person to violate any provision of this Code.

We believe that the alleged violations rise to the Level IV Sanctions as follows;
i. (c) Misconduct that caused an adverse impact to the residential or University community.

(f.) Misconduct that harms others because of their particular race, color, religion, sex, age, national origin, sexual orientation, gender identity, or expression, disability, veteran status or marital status.

Recently, Harvard University made the bold and courageous decision to rescind offer of admission to several applicants due to racist and sexist posts by those applicants. This has given us renewed hope to advocate for the concerned students at the University of New Hampshire.

At this moment, we are concerned about what you define as "due process" and we would like to have an opportunity to discuss these and other issues with you and your staff at the earliest possible convenience. In addition, we believe we are uniquely positioned to help you and your staff through this difficult period. The NAACP has a long and productive history of working with the University on matters of racial justice and fair treatment of all members of its community. The purpose of this letter is to continue that tradition in a constructive and respectful manner. We look forward to your favorable response and the opportunity to meet with you at the earliest possible time.

Sincerely,

Rev. Eric Jackson
President
Manchester NAACP

Rogers J. Johnson
President
Seacoast NAACP

cc: Mark Huddleston, President, UNH
Jamie Nolan, Assoc. VP of Community, Equity & Diversity, UNH
Paul Dean, Chief, UNH Campus Police
Juan Cofield, President NAACP NEAC