

Dear students, faculty, staff and campus visitors,

I am writing to let you know that Lee Swafford, a former campus safety patrol supervisor, has been arrested and charged with the reckless use of a firearm following an incident that took place in November 2016 while he was working a shift at Calvin College. Though the weapon was not discharged, Swafford's use of the firearm in this incident did not comply with Calvin's firearms training nor did it comply with our policies for and expectations of our campus safety staff.

The incident took place in the early-morning hours of Nov. 26, 2016, when Swafford had an on-duty interaction with a campus visitor (the person was not a Calvin student, nor a member of the faculty or staff). This visitor did not file a post-incident complaint, but routine review of incident reports and body camera footage by Campus Safety Director Bill Corner resulted in Swafford being put on administrative leave immediately (on Nov. 28, 2016) and thereafter the college conducted a thorough and comprehensive investigation which resulted in Swafford's dismissal from college employment on Dec. 6, 2016. Swafford's conduct was in violation of college policy, campus safety training and expectations for an employee of Calvin College.

The college cooperated fully with the Grand Rapids Police Department immediately following this incident and turned over all evidence relating to the case. The information remained confidential pending the outcome of the criminal investigation into Swafford's conduct. Today we learned that the Kent County Prosecutor's Office has charged Swafford with reckless use of a firearm and issued a warrant for his arrest thus placing this process, its next steps and its eventual outcome in the hands of the judicial system. At this time this is a charge not a conviction; Swafford is presumed innocent of the crime until proven guilty beyond a reasonable doubt.

This situation is deeply disappointing to me and to all members of our campus community, as we regard the safety of all people under our care as essential. I understand that such an incident occurring on our campus can shake our confidence in those who are here to protect us. For these reasons, now that the police investigation has concluded, it is important for the community to know the following about this incident:

1. Campus safety employees receive regular training and education about college policies and appropriate conduct in their roles. This will continue. Swafford's conduct was judged to violate policy, training and performance expectations, and resulted in his dismissal.
2. Campus safety employees' professionalism and conduct during specific incidents on campus are consistently reviewed by Bill Corner, resulting in a high level of campus safety officer accountability. The immediate review and report of this incident by our director of campus safety prompted an investigation that resulted in Swafford's dismissal and in the

criminal charges that have been brought. I commend Bill for immediately bringing this incident to the college's attention and for taking the appropriate action.

3. The college has also reached out to the victim of this incident to apologize for our former employee's actions and to offer our support. We are heartsick to think that anyone visiting our campus would be met by such conduct. Out of respect for the victim's privacy we will not disclose this person's identity.
4. The college continues to review its training, policies and protocols for campus safety.
5. I have asked Vice President for Student Life Sarah Visser and Executive Associate for Diversity and Inclusion Michelle Loyd-Paige to work with students who may have further concerns or questions about this incident. If you need further support, I also encourage you to avail yourselves of the resources described below.
 - Broene Counseling Center: 616-526-6123; Spoelhof Center 368
 - Executive Associate to the President for Diversity and Inclusion: 616-526-8703; Spoelhof Center 384
 - Student Life and Residence Life: 616-526-6120; Spoelhof Center 364
 - Campus Ministries (Chaplains): 616-526-8861; Commons Annex 150
 - Human Resources Office: 616-526-6495; Youngsma Center 240

I grieve this incident, or any incident, in which a person created in the image of God is subjected to violence or intimidation. This is particularly true when injustice comes from the hands of those entrusted with authority. There is no place for this behavior at Calvin, just as there should be no place for it in society. We know that students and their families trust us deeply, and we will do all that we can to continue to earn that trust.

Sincerely yours,

Michael K. Le Roy
President