

MEMORANDUM

August 31, 2017

Dear members of the university community,

At FIU we pride ourselves on our diversity and cultural richness. Actions that undermine any member of the community have no place at our university, which cherishes inclusion and civility.

We have become aware of incidents involving racist comments. This is inconsistent with our values. We will take appropriate action against attempts to harass or intimidate any member of the university community. Anyone who wants to report bias incidents should do so with the [Bias Education and Response Team](#).

Depending on the nature of the incident, there are additional resources for reporting and/or support:

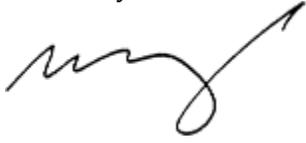
- [FIU Police](#) investigates reports of criminal activity such as harassment, threats, vandalism, hate crime, assault.
- [Equal Opportunity Programs and Diversity \(EOPD\)](#) investigates complaints of unlawful discrimination against individuals on the basis of any federally protected category.
- [Student Conduct and Conflict Resolution](#) investigates alleged violations of the Code of Student Conduct. This office is also home of the [Civility Initiative](#).
- [Panthers Care](#) in the [Dean of Students Office](#) promotes a campus culture grounded in the values of caring, support, and help that promote the academic and personal development of students.
- [Counseling and Psychological Services](#) provides confidential mental health services and the [Victim Empowerment Program](#) assists students who have been victimized through threatened or actual violence.

As Panthers, we have a shared set of values at FIU that reflect positively on who we are as individuals and as an institution. These values are:

- Truth – in the pursuit, generation, dissemination and application of knowledge
- Freedom – of thought and expression
- Respect – for diversity and the dignity of the individual
- Responsibility – as stewards of the environment and citizens of the world
- Excellence – in intellectual, personal, and operational endeavors

Each of us is responsible for upholding these values and creating a healthy, safe and inclusive environment for all at our FIU.

Sincerely,

A handwritten signature in black ink, appearing to read 'Mark B. Rosenberg', with a stylized flourish at the end.

Mark B. Rosenberg
President