

MEMORANDUM

November 22, 2019

Dear FIU family,

Our FIU is committed to providing faculty, staff and students an environment that is safe, secure, and free from threats, intimidation, and discrimination. Such behaviors, while on university owned or controlled property, or while engaging in official university business, are strictly prohibited and will not be tolerated.

Faculty, staff, and student employees are expected to conduct themselves in a manner consistent with our values of truth, freedom of thought and expression, respect, responsibility, and excellence. We are most effective when civility and collegiality are expressed, and peers work together to perform their responsibilities in the most professional manner. Additionally, faculty, staff, and student employee behavior should promote a community of inclusion consistent with the fabric of diversity reflected in our university, free from threats of violence, harassment, intimidation, bullying, and disruptive behavior, irrespective of the motivation of the person acting in this manner.

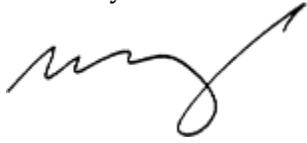
While most faculty and staff are collaborative, when they are not, those matters are dealt with directly and emphatically through the appropriate process, as we remain steadfast in our commitment to promote standards that are consistent with our university values. This work is done through channels within the Division of Human Resources and through academic and administrative units.

Our designation as an Emerging Preeminent Research University coupled with our recognition as a 'Great College to Work For' have been earned as a result of our collective commitment to our mission of excelling as an urban public research university serving its students and the diverse population of South Florida. High-quality teaching, state-of-the-art research and creative activity, and collaborative engagement with our local and global communities will only continue to happen if our entire faculty, staff, and student body conduct our learning, work, research, and teaching in a respectful, values-driven environment. Anything less is unacceptable.

**If you experience or witness any type of discrimination or harassment, please contact the Office of Inclusive Diversity Equity & Access (IDEA) at 305-348-2785; if you are aware of any behaviors that are contrary to our FIU standards, please contact Employee & Labor Relations (ELR) at 305-348-4186;**

**and lastly, if you know or suspect anyone engaged in any financial misconduct, please contact the Office of Internal Audit at 305-348-2107.**

Sincerely,

A handwritten signature in black ink, appearing to read 'Mark B. Rosenberg', with a long, sweeping flourish extending upwards and to the right.

Mark B. Rosenberg  
President