

MEMORANDUM

September 14, 2020

Dear members of the university community,

The use of racial slurs and behavior that is not inclusive and respectful of every member of our community is unacceptable and unbecoming of any Panther. As an academic community, we foster the exchange of ideas, knowledge, and experience while we support and defend the constitutional right of every member of the community to free speech.

We have become aware of a social media post connected to our community that falls short of the standards that we uphold at FIU. We are committed to ensuring that each member of the university community is allowed to work or study in a supportive environment free from any form of illegal discrimination based on race, color, sex, pregnancy, religion, age, disability, national origin, marital status, and veteran status.

While the university will not discuss actions involving individual students, faculty or staff, the community should know that all reports are taken seriously and investigated according to applicable regulations, policies and procedures. Discrimination and harassment are conducts that may result in disciplinary or other action as provided by the university's regulations and policies.

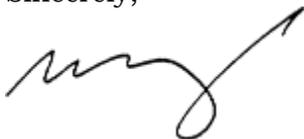
Earlier this week we announced the creation of the Division of Diversity, Equity and Inclusion. Through this office, we will work collaboratively to support diversity while addressing issues of Black injustice and implicit bias.

The regulations that govern these areas are the [Student Conduct and Honor Code](#) for students and the [FIU-106 Nondiscrimination, Harassment and Retaliation \(Title VII\) regulations](#) for students, faculty and staff.

The Office of Inclusion, Diversity, Equity and Access ([IDEA](#)) administers the policies and procedures outlined in Regulation 106 and welcomes any information of possible violations.

Anyone wishing to report behavior that may violate university regulations, policies and procedures may file a report by visiting the [Ethical Panther](#) website or by calling 1-844-312-5358. The Ethical Panther line allows members of the university community to raise compliance concerns without having to disclose their name or even their department. Student behavior can be reported directly to [Student Conduct and Academic Integrity](#).

Sincerely,



Mark B. Rosenberg
President