



To the Upstate community:

The recent incidents of racist graffiti and language on the Syracuse University campus are deeply concerning.

There is no place for this hateful and divisive rhetoric in our society. At Upstate, I am confident that 10,000 caring people working together and looking out for each other can—and must—ensure that every one of us feel safe, secure, respected, welcomed and supported.

I want to remind you of the services and support systems in place on our campus to address any concerns you might have.

The Office of Student Affairs is ready to connect with any student who wants to discuss the situation or is seeking support. Students may stop by the Student Affairs office, 1225 Weiskotten Hall; the Multicultural Affairs and Student Inclusion Office, 125 Health Sciences Library; or the Student Success Suite, 130 Health Sciences Library.

Additionally, our Student Counseling Center is able to meet and address any immediate need with students. The center can be reached at 315-464-3120.

Upstate University Police is available at any time to provide escorts across campus and should be contacted immediately at 315-464-4000 if you feel unsafe on our campus. All of us can help maintain a safe campus, by reporting to University Police anything that looks or sounds suspicious.

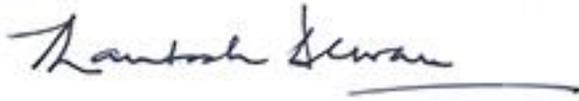
Any incidents of discrimination or bias should be reported to Upstate's Office of Diversity and Inclusion at 315-464-5234.

At Upstate, we continue to take steps at building a more supportive and inclusive campus environment. These efforts will continue with persistent diligence.

In closing, I want to remind you of our shared values of "embracing diversity and inclusion" and "to respect people by treating all with grace and dignity." Respectful openness to cultural

perspectives different from our own helps us understand the unique viewpoints of our patients, students and coworkers, and in turn, makes all of us more effective in our lifesaving work.

Thank you for supporting and caring for each one of us at Upstate.

A handwritten signature in black ink, reading "Rantosh Kumar". The signature is written in a cursive style. Below the signature is a horizontal line that starts under the first name and extends to the right, ending under the last name.