



Oct. 24, 2023

Dear UMB Community,

In the two weeks since my letter of Oct. 9, my leadership team and I have talked to many University of Maryland, Baltimore (UMB) students and employees about their thoughts, feelings, hopes, and concerns about the conflict in the Middle East. We have heard reports that members of our UMB community, especially those who are Jewish or Muslim, or those who have ties to Israelis or Palestinians, feel unsafe or unwelcome related to incidents on campus or online.

As a community, UMB denounces acts of hatred, prejudice, and bigotry, and we do not tolerate any form of harassment or discrimination, including antisemitism and Islamophobia. I want to continue to foster a welcoming and safe environment for all at UMB even as we as a university navigate these difficult times. I reaffirm UMB's commitment to live out our core values of Respect and Integrity, and Equity and Justice, and we are committed to a safe and inclusive teaching, learning, and working environment. As a community, we must respect differing views and be mindful of the impact that our words might have on others. I value inclusion, and I want everyone at UMB to feel that they belong and can thrive here.

I also want to take this opportunity to remind you of our common humanity and our connection to one another. The safety and inclusion of *all* UMB community members, regardless of background or identity, is my priority, and each one of us plays an important role in accomplishing this. UMB Police and Public Safety is working with local, state, and federal partners to monitor threats of violence and bias-related incidents and will continue to work with our partners to ensure the safety of all members of our community.

I wish to reinforce that resources are available for anyone who needs support at this time through the [Student Counseling Center](#) and the [Employee Assistance Program](#). For bias or discrimination reporting, [click here](#) or call **866-594-5220**.

Let us continue to stand with each other in empathy and compassion and build a community of care and connection. At UMB, we remain committed to building a more inclusive, just, and peaceful community and society.

Sincerely,

Bruce E. Jarrell, MD, FACS
President

This note was authorized for distribution to the University of Maryland, Baltimore community by the Office of the President.

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