

## Addressing Intolerance in Our Community

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# Addressing Intolerance in Our Community

At a time when so many of our community members are hurting, we are disgusted by the racist posts one of our faculty members has shared on his personal Twitter account. Many of Associate Professor Charles Negy's online comments run completely counter to our university's core values of diversity and inclusion, and we condemn them in the strongest terms.

Many people have shared their outrage with us today, and we want to especially thank our students for speaking out.

At all times, we uphold the principles of academic freedom, but we have a responsibility to denounce intolerance. Racism is an undeniable reality across our society, and people of color frequently experience overt and covert racism. That is why Dr. Negy's words are not only wrong, but particularly painful.

Everyone has the right to their personal beliefs, but no university employee may mistreat or discriminate against students in their classes or in any other setting. No student should fear they will be treated differently because of others' personal biases.

We have been receiving complaints alleging bias and unfair treatment in Dr. Negy's classroom and have launched an inquiry to gather more information.

If any student, current or former, believes they may have experienced abusive or discriminatory behavior by any faculty or staff member, we want to know about it. UCF takes every report seriously.

Concerns can be reported to UCF's IntegrityLine, which also takes anonymous complaints, at [www.ucfintegrityline.com](http://www.ucfintegrityline.com) or 855-877-6049.

## Friday's Conversation on Race and Unity

We have heard from so many members of our campus community anguished by the horrific recent killings and long history of racial injustices who want to [support our Black students, faculty and staff](#) and other underrepresented communities at UCF.

[Friday's virtual conversation from 2 to 3:30 p.m.](#) will give our campus community an opportunity to listen to each other's stories and suggestions for how UCF can fully commit to inclusion in our actions. These are difficult conversations to have and need to be treated with respect for those hurting who want to be heard.

Students who would like support can reach out to [CAPS](#) or contact [UCF's Office of Social Justice and Advocacy](#). Employees can call 877-240-6863 or go to [HealthAdvocate.com/members](#) for support through UCF's Employee Assistance Program.

As was [shared this week](#), UCF is not perfect, but we must all work together to make changes here that will serve as a model for the rest of our nation.

Together,



*Alexander Cartwright*

**Alexander N. Cartwright,**  
**Ph.D.**  
President



A handwritten signature in black ink, appearing to be 'MDJ'.

**Michael D. Johnson,**  
**Ph.D.**  
Interim Provost and Vice  
President for Academic  
Affairs



A handwritten signature in black ink, appearing to be 'SKB'.

**S. Kent Butler,**  
**Ph.D.**  
Interim Chief Equity,  
Inclusion and Diversity  
Officer

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