September 27, 2022

Dear campus community,

The University of South Carolina Upstate is committed to creating a culture of care in which all community members learn and work free from discrimination, harassment, and sexual misconduct.

The University of South Carolina System's Policy Against Discrimination, Harassment and Sexual Misconduct details standards of behavior for all community members, including employees and students. To report suspected prohibited conduct and seek support, contact Dagmara Bruce, Director of Human Resources and interim Title IX Coordinator, at one of the following:

- Online: Office of Institutional Equity, Inclusion, and Engagement | USC Upstate
- Phone: 864-503-5922
- Email: equity@uscupstate.edu
- In person or mail: Dagmara M. Bruce, USC Upstate Human Resources, Stockwell Building, 800 University Way, Suite 310, Spartanburg, SC 29303

A training session for fraternity and sorority life members was held on Sept. 8. The University will offer additional online and in-person training opportunities for students and all employees throughout the academic year on the following topics:

- **Bystander Intervention Training**
- **Health and Safety Awareness Training**
- **Alcohol and Drug Awareness Training**

The pandemic changed our ability to engage with others, and many of us continue to feel the effects within our families and lives. In caring for one another, remember that you have access to a variety of campus and community resources. Counseling Services is available for all students (in person or telehealth), and they offer same-day appointments for urgent/critical needs. In addition, clinicians will offer 15-minute Let's Talk consultations around campus. Faculty and staff are encouraged to access the Employee Assistance Program.

A culture of care and a safe community, in which we invest in one another's well-being, improves the ability to work, live, and thrive for all of us at USC Upstate.

Sincerely,

Dr. Bennie L. Harris
Chancellor