

August 30, 2024

Dear UC ANR Community,

As we begin the 2024 - 2025 year, I want to reaffirm our [UC ANR Principles of Community](#) and ensure that all members of our community understand both the rights and the responsibilities of free expression in the UC ANR context.

This year we expect the continuation of active discourse on various issues impacting our communities, nation and world. There are many avenues for academics and staff to advocate for their personal views within their communities. We actively encourage members of our UC ANR community to make your voices heard on issues that matter to you.

To ensure that everyone within the UC ANR community can express their perspectives while engaging fully in their learning, teaching, work, and research, UC ANR must also take action to protect our community from harassment or threats, impediments to access to buildings, and violence of any kind. UC ANR complies with UC, state and federal policies that provide safeguards for state and federally protected identities and ensure safe, timely and full access to our facilities for all.

The California Legislature requests the University of California system to maintain consistency of implementation and enforcement of these policies. We are supportive of this request as it undergirds our principles of community and values and will help support a healthy, thriving climate for all members of our UC ANR community.

It is important to understand the rules, regulations, and resources that exist to achieve these goals. Please review the [UC ANR Climate](#) website for detailed information on policies, procedures, and resources related to freedom of expression and supporting a safe and inclusive environment for all members of the UC ANR community.

We look forward to a productive, vibrant, and welcoming year in our UC ANR communities.

Glenda Humiston
Vice-President
UC Agriculture & Natural Resources

Elizabeth Moon
Director, Workplace & Inclusion
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