



**VICE PRESIDENT FOR AGRICULTURE,
LIFE AND VETERINARY SCIENCES,
AND COOPERATIVE EXTENSION
CHARLES-SANDER DEAN OF THE COLLEGE
OF AGRICULTURE AND LIFE SCIENCES
DIRECTOR, ARIZONA EXPERIMENT STATION**

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September 7, 2018

Dear Colleagues,

We all have a responsibility to maintain productive working relationships that are best founded on trust and mutual respect. Our first step is to foster inclusive working and learning environments free from all forms of prejudice and discrimination, and this includes harassment. At the start of this new academic year, I want to remind everyone in the Division of Agriculture, Life and Veterinary Sciences, and Cooperative Extension of information and resources that the UA has for you.

The university's Nondiscrimination and Anti-harassment Policy prohibits discrimination, including harassment and retaliation, based on race, color, religion, sex, national origin, age, disability, veteran status, sexual orientation, gender identity, or genetic information; see <http://policy.arizona.edu/human-resources/nondiscrimination-and-anti-harassment-policy>.

Sex discrimination includes sexual harassment and unwanted sexual conduct of any kind, as prohibited by Title IX of the Education Amendments of 1972. More information about Title IX is available at <http://equity.arizona.edu> and <http://www.titleix.arizona.edu/>.

The Office of Institutional Equity (OIE) is a campus office where employees may bring concerns or file complaints about discrimination by university employees, visitors, or vendors. If you ever experience, witness, or are aware of discrimination or harassment, please contact OIE at 520-621-9449 or equity@email.arizona.edu without delay.

To report discriminatory conduct by students, please contact the Dean of Students Office, 520-621-7057, <http://deanofstudents.arizona.edu>.

Retaliation against any person for making a complaint or reporting an issue under the Nondiscrimination and Anti-harassment Policy is strictly prohibited.

For concerns about suspected ethics and compliance violations, a report may be made anonymously to a non-university party by contacting the UA Ethics and Compliance Hotline at 866-364-1908. The hotline is available 24 hours a day, 7 days a week.

Thank you for fostering an inclusive learning, working and living environment free from all forms of discrimination.

Regards,

A handwritten signature in blue ink, appearing to read "Shane C. Burgess", with a long horizontal flourish extending to the right.

Shane C. Burgess

cc: Jeffrey Goldberg
Allison Vaillancourt
Kendal Washington White
Andrew Carnie
Kristen Klotz
Michelle Wiltshire
Karla Morales, Diversity Community Council
Laura Hunter, Inclusive Excellence