

September 2, 2020

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 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. This policy was revised earlier this month. Please familiarize yourself with its new contents - <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 Act of 1972. More information about Title IX is available at <https://equity.arizona.edu/> and <https://titleix.arizona.edu/>.

- The Office of Institutional Equity is a campus office where employees may bring concerns or file complaints about discrimination by university employees, visitors, vendors or contractors. If you 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 submit an Incident Report Referral Form to the Dean of Students - https://arizona-advocate.symplicity.com/public_report
- If a student affected by discrimination asks you for help, please refer them to OIE using the guidance offered here - <https://equity.arizona.edu/make-referral>.

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 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: Andrew Carnie
Liesl Folks
Eric Kay
Kristen Klotz
Jean McLain
Karla Morales
Helena Rodrigues
Mary Beth Tucker
Kendal Washington White