

Zero tolerance for harassment, bullying, intimidation, threats, discrimination, coercion and retaliation.

ALVSCE_Bulletin <alvsce_bulletin-bounces@list.cals.arizona.edu>

on behalf of

Agriculture, Life and Veterinary Sciences, and Cooperative Extension Weekly Bulletin

<alvsce_bulletin@list.cals.arizona.edu>

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To: alvsce_bulletin@list.cals.arizona.edu <alvsce_bulletin@list.cals.arizona.edu>

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My office continues to receive complaints of harassment, bullying, intimidation, threats, discrimination, coercion and reports of fear of retaliation by employees against other employees.

To reiterate, I have zero tolerance for any such behavior and, as I have done many times before, I will take immediate personnel action on your behalf and help you take the personnel action you need. All action for these issues is confidential. You do not need to experience the stress of these events alone and/or suffer in silence. You need never fear retaliation.

For those of you who have contacted my office about your concerns, thank you. I know that many of you are worried about contacting my office about these issues. I understand this can be very hard to do and I have been there myself. If you feel you are being harassed, bullied, intimidated, threatened, discriminated against, or coerced - and/or if you fear retaliation if you were to seek help, faculty, please immediately email or call Jeannie McLain (cc'd; Ph: 520-404-8793); staff, please immediately email or call KC Armenta (cc'd; Ph: 520-621-1969). You can also contact Human Resources (HR) (hrrsolutions@email.arizona.edu; 520-621-3660) and/or the Office of Institutional Equity (OIE) (equity@email.arizona.edu; 520-621-9449) directly. Or anyone can phone (520-621-7621) or email me directly.

When you do contact me, Jeannie, KC, HR or OIE, you will be taken seriously, and you will be safe. Remember your communication is a personnel record and all personnel records are confidential; they are not subject to public records searches.

Please stay safe and please do all you can to minimize your stress.

Best wishes,
Shane

My mask protects you; your mask protects me. We've controlled infectious diseases without vaccines for thousands of years. **Wearing our masks** means we can have a functioning economy and concurrently save thousands of lives.

All UA employees, students and visitors must wear a face covering inside all UA buildings, unless alone in a single occupancy office, and in UA outdoor spaces where continuous physical distancing of at least six feet is difficult or impossible to maintain.

Shane C. Burgess

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The University of Arizona is located statewide on the ancestral homelands of indigenous peoples.