

September 11, 2017

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. I want to remind everyone 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 the 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 University of Arizona 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.

Sincerely,



Shane C. Burgess