MEMORANDUM

To: School of Natural Resources and Extension Employees

From: Milan Shipka, Acting Director of SNRE

Date: March 22, 2019

Subject: Civil Rights

SNRE celebrates the rich diversity of its students, employees and clientele and is committed to providing workplaces and programming free of discrimination. Our faculty and staff provide research-based information and educational opportunities to people of all backgrounds across Alaska, from small villages to large cities.

Everyone involved in SNRE, including our faculty, staff and volunteers, has a responsibility to support a welcoming and inclusive learning environment. It is an expectation that all reasonable efforts will be made to reach out to underrepresented and underserved groups.

Complaints should promptly be documented in writing and reported to immediate supervisors, who will also contact the University of Alaska Fairbanks (UAF) Department of Equity & Compliance for guidance. UAF is an affirmative action/equal opportunity employer and adheres to federal civil rights laws regarding discrimination against people in protected classes. Please take a moment to familiarize yourself with UAF's policies at www.uaf.edu/equity/ and our federal guidance from our funders at the National Institute of Food and Agriculture, linked from www.uaf.edu/ces/about/civil-rights/. There are separate guides for Extension, research and employment.

SNRE serves an educational mission. An environment of respect for and appreciation of difference helps advance the foundation of knowledge we are building in our communities. Thank you for joining me in enriching our great state and making all Alaskans welcome in our programming.