

MEMORANDUM

To: Institute of Agriculture, Natural Resources and Extension Employees

From: Pete Pinney, 
Interim Director, IANRE

Date: January 22, 2022

Subject: Civil Rights

As is the case for all of the University of Alaska Fairbanks (UAF), the Institute of Agriculture, Natural Resources and Extension (IANRE) celebrates the rich diversity of its students, employees and community members and is committed to providing workplaces and programming free of discrimination. The institute provides research-based information and educational opportunities to people of all backgrounds across Alaska, from small villages to large cities.

Everyone involved in IANRE, 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. UAF is an affirmative action/equal opportunity employer and adheres to federal civil rights laws regarding discrimination against people in protected classes.

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. 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 additional, separate guides for Extension, research and employment.

IANRE 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 making all Alaskans welcome in our programming.