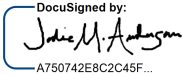




INSTITUTE OF AGRICULTURE, NATURAL RESOURCES & EXTENSION

University of Alaska Fairbanks

MEMORANDUM

To: IANRE faculty, staff and partners
From: Jodie Anderson, Director 
Date: February 14, 2023
Subject: Civil Rights

The University of Alaska Fairbanks (UAF) is an affirmative action/equal opportunity institution, employer and provider and adheres to federal civil rights laws regarding discrimination against people in protected classes. We are also committed to digital accessibility and meaningful language access. Read more about nondiscrimination at UAF: www.alaska.edu/nondiscrimination/

Complaints should be promptly documented in writing and reported to immediate supervisors, who will also contact UAF's 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 the USDA's National Institute of Food and Agriculture, www.nifa.usda.gov/civil-rights/equal-opportunity-civil-rights.

The UAF Institute of Agriculture, Natural Resources and Extension (IANRE) celebrates the rich diversity of its clientele and employees and is committed to providing workplaces and programming free of discrimination. Our faculty and staff provide research-based education to people of all backgrounds across the state of Alaska, from small villages to large cities.

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

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.