



MEMORANDUM

To: School of Natural Resources and Extension Employees

From: Fred Schlutt, Vice Provost for Outreach
Director of Extension

Date: April 5, 2016

Subject: Civil Rights

A handwritten signature in blue ink, appearing to read 'Fred Schlutt', is written over the 'From:' line of the memorandum.

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 education 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 Office of Diversity & Equal Opportunity (D&EO) for guidance. University of Alaska Fairbanks is an affirmative action/equal opportunity employer and adheres to federal civil rights laws regarding discrimination against people in protected classes. As stated on the D&EO website, those categories include race, color, national origin, religion, sex, age, mental or physical disability, genetic information, marital or parental status and veteran status. Additionally, UAF policy bans discrimination based on sexual orientation.

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.

