

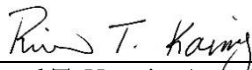
CAHNRS Statement of Commitment to Nondiscrimination Including Research and Extension

The College of Agricultural, Human, and Natural Resource Sciences (CAHNRS) recognizes its unique role in fulfilling Washington State University's (WSU) land-grant research and extension mission to the people of Washington. In our outreach and collaboration efforts with the residents of Washington, we are committed to the realization of the spirit and letter of federal and state civil rights laws and regulations. It is our policy that no person shall be discriminated against in employment or any program or activity on the basis of race; sex/gender; sexual orientation; gender identity/expression; religion; age; color; creed; national or ethnic origin; physical; mental or sensory disability, including disability requiring the use of a trained service animal; marital status; genetic information and/or status as an honorably discharged veteran or member of the military.

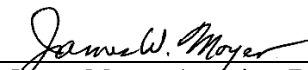
CAHNRS employees and volunteers are informed of their civil rights responsibilities through job postings, trainings, performance evaluations, annual reviews, this Statement of Commitment to Nondiscrimination, and/or internal civil rights reviews. Specifically:

- All CAHNRS personnel must comply with all state and federal civil rights policies, procedures, and legislation when carrying out administrative and program responsibilities.
- All CAHNRS personnel must comply with and have reporting obligations under the WSU Policy Prohibiting Discrimination, Sexual Harassment, and Sexual Misconduct, Executive Policy #15.
- All CAHNRS faculty and staff are responsible for advancing the goals of WSU and CAHNRS civil rights policies and procedures, and providing unhindered access to education and employment opportunities delivered by the organization.
- County faculty, program assistants, and other staff are required to maintain civil rights records.

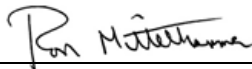
We have a very serious moral and legal responsibility to make our research, extension and education programs representative of, and available to, all residents of Washington. We are committed to making progress in reaching targeted audiences with our activities. Additionally, attention must be given to recruiting and retaining paid and volunteer employees representative of all people in Washington. Everyone in the organization can be involved in identifying and actively recruiting people from underrepresented groups for positions in CAHNRS, service on advisory committees, or other roles which are essential for leading and guiding the organization.



Richard T. Koenig, Associate Dean & Director
WSU Extension



James Moyer, Associate Dean & Director
CAHNRS Office of Research



Ron C. Mittelhammer, Dean
CAHNRS

If you have experienced discrimination, sexual harassment, or sexual misconduct in connection to your WSU activities, please contact the WSU Office for Equal Opportunity via phone at 509-335-8288, via e-mail at oco@wsu.edu, or file a complaint online at <https://oco.wsu.edu/file-a-complaint/>.