

Message to the Campus Community from Mary Beth Tucker, Director of the Office of Institutional Equity, and Carol Thompson, Assistant Vice President for Student Affairs and Dean of Students:

The University of Arizona is committed to fostering a working and learning environment free from all forms of discrimination, including harassment. The University's Nondiscrimination and Anti-harassment Policy (http://equity.arizona.edu/non-discrimination_anti-harassment) prohibits discrimination on the basis of race, color, national origin, sex, religion, age, disability, veteran status, sexual orientation, and gender identity.

The Office of Institutional Equity and the Dean of Students Office work together to appropriately address allegations of discrimination. Both offices are committed to providing a prompt, effective, and fair process for investigating and resolving complaints, and the recently updated *Procedures for Investigating Complaints and Conducting Administrative Reviews* serve as the center point to ensure this fair process in our community. Please take the time to review these procedures online, at http://equity.arizona.edu/investigative_procedures.

If you have any questions, please feel free to contact us.

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