

MEMORANDUM

DATE: 20 October 2020  
TO: All CALS employees  
FROM: CALS 2020-2021 Faculty Council

SUBJECT: Anti-discrimination for Covid positive reporters

The CALS 2020-2021 Faculty Council is saddened to hear of incidents of shaming and harassment of UA employees who report that they are Covid positive. We are strongly against harassment based upon any medical condition and do not condone discriminatory behavior under any circumstances.

Employees who self-report their Covid status are doing so in the best interests of the broader Wildcat community, and are doing so at a time of personal anxiety and distress. The College of Agriculture and Life Sciences is committed to creating a diverse, inclusive, fair, and respectful community.

Anyone who believes that they have been subjected to discrimination, harassment, or retaliation in violation of this policy should report the matter immediately to the UA Office of Institutional Equity (email: [equity@email.arizona.edu](mailto:equity@email.arizona.edu) phone: (520) 621-9449).

We remind Faculty that all managers, supervisors, instructors, or advisors have a responsibility to promptly report discrimination. Moreover, members of the University community may contact the Office of Institutional Equity at any time to ask questions about discrimination, harassment, retaliation, or complaint-filing procedures and may provide information without disclosing their names.

For more information about the HR-200E Nondiscrimination and Anti-Harassment Policy, please refer to: <https://policy.arizona.edu/human-resources/nondiscrimination-and-anti-harassment-policy>.

