

This information is used for WSU Extension Civil Rights Compliance efforts.

# Statement of Nondiscrimination

Equal opportunity and access policies are stated on all of our published documents (printed or otherwise), and all of our official correspondence including emails. In most cases, this communication is accomplished by attaching a statement on the footer of our letterhead or on the publication information page for other documents.

## Acceptable Statements:

For long-term publications such as bulletins and newsletters where space is not extremely limited:

- Extension programs and policies are consistent with federal and state laws and regulations on nondiscrimination regarding race, sex, religion, age, color, creed, national or ethnic origin; physical, mental, or sensory disability; marital status, sexual orientation, or status as a Vietnam-era or disabled veteran. Evidence of noncompliance may be reported through your local Extension office.

Where space is limited or materials are used on a short-term basis, such as letters and news releases, or as a signature line on emails:

- Extension programs and employment are available to all without discrimination. Evidence of noncompliance may be reported through your local Extension office.

Different communications may call for different kinds of nondiscrimination statements. For example, the amount of space available on a post card being mailed for notice of a program is limited so a short statement is desirable. For public postings, it may be desirable to use a more complete explanation of our policies. Examples of acceptable statements of nondiscrimination include the following:

- "To enrich education through diversity Washington State University is an equal opportunity/affirmative action employer and educational institution. Washington State University and U.S. Department of Agriculture Cooperating."
- "Washington State University is an equal opportunity/affirmative action employer and educational organization. We offer our programs to persons regardless of race, color, national origin, gender, religion, age, sexual orientation, or disability."
- "Washington State University does not discriminate in education or employment on the basis of human differences, as required by state and federal laws."
- "Washington State University Extension is an equal employment opportunity/affirmative action employer authorized to provide education, information, and other services only to individuals and institutions that function without regard to race, color, national origin, gender, religion, age, sexual orientation, or disability. U.S. Department of Agriculture, Washington State University, and County Governments Cooperating."
- "It is the policy of Washington State University Extension that all persons shall have equal opportunity and access to the programs and facilities without regard to race, color, sex, religion, national origin, age, marital status, parental status, sexual orientation, or disability."