





A Garden Runs Through It

November 2022

Whether it's a vegetable garden, houseplants or a landscape...

UCCE Master Gardener Program, Colusa County County Director, Franz Niederholzer

UC Cooperative Extension, Colusa County

P.O. Box 180 100 Sunrise Blvd., Suite E Colusa, CA 95932

530-458-0570 Gerry Hernandez glhernandez@ucanr.edu cecolusa.ucanr.edu

In This Issue

- Ornamental Plant of the Month— Planting Daffodils and Tulips
- Edible Plant of the Month— Garden Plans
- Recipe of the Month— Angel Biscuits
- Book of the Month— Braiding Sweetgrass
- Garden Guide
- Safety Notes



Upcoming events





December

Wreath workshop

December 3, 10 am CIP Conference room 100 Sunrise Blvd. \$25 per person

February

Colusa Farm Show

February 7, 8, 9
All day



Advice to Grow by ... Ask Us!



Advice to Grow By....Ask Us!

UC Master Gardener Program of Colusa County



Wreath Workshop

- Learn how to make a holiday wreath using fresh materials.
- Fee, \$25, click here to pay online.
- Or pay in our office.
- Deadline to pay
- November 30

When

Saturday December 3, 2022 10-noon

Where

CIP Conference room 100 Sunrise Blvd.





■ UCCE Master Gardener Program



UCCE Colusa County, Master Gardener Program

100 Sunrise Blvd., Ste. E, Colusa

530-458-0570

cecolusa.ucanr.edu



Edible Plant of the Month

Garden Plans

This year has been tough for many of us in agriculture. We can dwell on it, but as have been in this business for almost my entire life, we have learned it does little good to be depressed over it. What we need to do is plan for next year! Close your eyes and imagine your garden full of color, not to mention green, lush and productive. Yes, that's it, now let's plan!

Grab a piece of paper (I like to use graph paper), a pencil, eraser, and ruler. Think about your garden, how will it look in 2023? Be sure to pencil in any existing trees, perennials, buildings, hardscapes you wish to keep, using a thick line to outline and label. Now add everything else in, your plans for the upcoming year, where to make changes etc. Keep in mind spacing of trees, plants, beds, bushes etc. It does not have to be down to the exact ¼", but do the best to draw in beds, incoming trees etc. This is where your <u>Sunset Western Garden</u> bible comes in handy for sizing up prospective trees, bushes, vines, and beds. Look at the sunlight needs of these additions to your garden, as well as water and soil types needed to make this happen. Don't be afraid to erase and redraw as you change your mind!

Winter vegetable gardens are easy. It is time to plant lettuces, spinach, fava beans. In a month or so: cabbages, onions, cauliflower, broccoli, brussels sprouts, peas. Many people are planting those now, but I like the rains taking care of my winter garden. **YES, I said RAIN** (*think positive*)!

Start thinking about what bare-root fruit trees and/or vines you are thinking about adding to your garden. Personally, am looking at old apple varieties, self-pollinating ones; Mutsu, Arkansas Black (great keepers), Pippin, and what about Gravenstein (which make the BEST applesauce), and Pink Pearl (best cider apple). Think about peaches (needs dormant sprays 3 times during the winter months to keep peach leaf curl at bay). Which ones would you choose? O'Henry's are my favorite. Don't forget about possibly planting apricots, plums, nectarines (which should also need to be sprayed), figs (give these trees some room as they can grow rather wide), loquats, pomegranates, grapes, and berries. Nut trees; almond, walnut, pecan, and pistachio. Do they need pollinators? Think about planting citrus trees...lemon, orange, mandarin, lime, minneola, clementine, blood orange, tangelo, grapefruit, kumquat, Buddha's hand, tangerine, Satsuma, Meyer's lemon to name a few! Don't forget many bare-root trees/vines can be ordered now before supplies are limited and can be shipped directly to you.

Think about where you are going to plant your herb garden this spring. I planted different types of mint to use in teas this winter (oh SOOO fragrant, but don't let it get away from you, be sure to keep it "corralled"). I also grow loads of basil, thyme, sage, rosemary, oregano, parsley, and chives. I found the best way to dry herbs is to place the sprigs with leaves in a large paper bag, loosely fold it closed,

right out of your garden.

Where will you plant tomatoes this coming year.... other vegetables? Corn, peppers, squash, melons, cucumbers, carrots, spuds, peas, beans, pumpkin patch? This will all be part of your plan. Good luck and stay positive! And don't forget the flower beds for beautiful bouquets!

and shake every day until dried. The color and taste are almost like it would be fresh and

Submitted by Annelie Lauwerijssen

Water Saving Tip

Turn Off your Lawn and Garden Sprinklers

Adjust your sprinklers (or turn them off) for the changing weather. Let the rain do the work! Don't pay for what you don't need.

Recently, I've seen people watering their lawns. Not just irrigating but letting the water run into the gutter. So, the question is "Does your lawn need water"?

At this time of the year, your lawn needs very little irrigation. Technically speaking, the evapotranspiration is very, very low. That means that the plant is using and losing very little water. Why is the plant losing and using very little water, you ask? In the winter, the day length is short and the temperature is low. The water from fog and dew are watering opportunities for the grass.

So, how do you determine if your lawn needs water?

- 1. An easy method is to walk across your lawn, turn around and look for your footprints. If you see your footprints, then you need to irrigate. If you do not see your footprints, then you *do not* need to irrigate.
- 2. Another method is to take a shovel or trowel and insert it into the ground 2-3 inches. In most cases if it inserts easily the soil is moist. If you want, take a look at the soil. Is it moist?
- 3. You can use a general month to month lawn watering guide for the Sacramento Valley. It has been developed by the University using years of Et data.
- 4. If you are a science geek and love math, you can calculate the Et for your lawn.

If your lawn needs water, please irrigate it properly for the season. And remember, water on the sidewalk and in the gutter is not watering your lawn.

Information about lawn water on our website cecolusa.ucanr.edu



Book of the Month

Braiding Sweetgrass

Robin Wall Kimmerer

Robin Kimmerer is a botanist and professor of plant ecology. Her career has been spent learning about nature with the tools she has learned as a scientist. She also happens to be a Potawatomi woman who has learned from her people that we have a great deal to learn about the relationship between our planet and animal. I found myself rereading passages in the book to really see behind their significance to our plant and how we might possibly learn to live as the inheritors of an amazing kingdom. Our history hasn't been great in this aspect because we have spent our time "modernizing" a world that was always fairly perfect. Robin refers to us as "the younger brothers of creation." As she explores these themes, she circles toward a central argument: The awakening of a wider ecological consciousness requires the acknowledgement and celebration of our reciprocal relationship with the world. Once we begin to listen for the languages of other beings, we can begin to understand the innumerable life-giving gifts the world provides us and learn to offer our thanks, our care, and our own gifts in return.

One of the first stories she shared was about the word pecan – the nut we love to dress up and serve at Thanksgiving with more sugar than one person needs to eat in a lifetime. She talks about how the indigenous tribes moved to the great reservation in Oklahoma brought this nut with them because it was always an efficient way to stave off starvation when times were bad. It comes from the indigenous word *pegan* meaning nut, any nut. The tree is known as the pecan hickory (*Carya illinoensis*). These are northern homeland trees around Lake Michigan from when came the Potawatomi. They carried the nuts with them on the Trail of Death. They were removed 3 different times in the span of one generation then finally marched to Oklahoma, which no one had much interest in at the time. When they arrived in Kansan they found groves of nut trees along the river that they didn't recognize. Without a name for this new food they just called them nuts – *pigan* – which became pecan in English.

The nut was boiled up in porridge. The fat floated to the top where it was skimmed and stored as a nut butter, good winter food. It was high in calories and vitamins, everything one needed to sustain life. Nuts provide the embryo with all that is needed to start a new life.

The book is filled with examples of our history and how we are moving through it to what must be a new way of doing things. I am a very fast reader but find myself rereading parts several times to really grasp the essence of what is being said.

SWEETGRASS

Indigenous Workers, Scientific Knowledge, and the Trackings of Plants

ROBIN WALL KIMMERER

BRAIDING

Submitted by Cynthia White

Ornamental Plant of the Month

Can Tulips and Daffodils be Planted Together?

Growing them together will extend the early flowering season well into late spring. Tulips and daffodils are highly valued for their bold splashes of color in the spring. Growing them together will extend the early flowering season well into late spring.

Tulip and daffodil bulbs in a formal bed usually look best planted in groups of the same species, whether bordering with other plants or forming a single, swaying sea of color in a formal bed or flowing over into the grass. Plant the bulbs in blocks of each color, each of one type of bulb or in mixed groups that flower at different times to provide a long display of color during the spring.

Most tulips thrive in fertile, well-drained humus soils in sun and some shelter from winds. In ideal conditions some robust cultivars persist from year to year. (I had many tulips bloom for 5-10 p and over because I planted them deep and in an areas with good drainage.) Many, however, are best regarded as short-lived after a few years and should be discarded. Where soils warm up rapidly, unless planted deep, the bulbs usually divide into several smaller ones, which are too small to produce flowers. These should be dug up and new healthier ones planted.

Daffodils or sometimes called Narcissus, are among the easiest and most rewarding bulbs to grow. Daffodils provide a wide variety of shapes and forms from the tiny Cyclamineus hybrid with their swept-back petals to the tall trumpet daffodils and the showier double form. Most developments include the split corona and collarette types. In addition to the characteristic bright golden flowers, varieties display a wide range of shades of white, yellow, pink and orange.

Daffodils can be planted in containers if they are deep enough to allow two inches of rooting space below the bulb. In the garden, daffodils are the most reliable bulbs for naturalizing or planted as if nature placed them. The bulbs rarely need lifting in borders or in grass.

Daffodils will grow in almost any soil type, but prefer well-drained soils that are slight alkaline. They thrive in full sun or light, spotted shade. Plant the bulbs, including tulip bulbs, two to three times their depth in late fall. When the soil is cool so the bulbs will develop strong roots before sprouting in spring.

When purchasing tulips and daffodil bulbs always buy the bulbs when they are fresh, which usually means as soon as they arrive at the store. Look for firm plump bulbs that haven't dried out

Most tulips thrive in fertile, well-drained humus soils in sun and some shelter from winds. In ideal conditions some robust cultivars persist from year to year. Many, however, are best regarded as short-lived after a few

years and should be discarded. Where soils warm up rapidly, unless planted deep, the bulbs usually divide into several smaller ones, which are too small to produce flowers. These should be dug up and new healthier ones planted.



Submitted by Bernice Dommer

Recipe of the Month

This is a biscuit recipe that came from Bobby Flay.

The combination of baking powder AND yeast makes them really light and fluffy.

My notes/suggestions are in *italics*.

Angel Biscuits - Bobby Flay

- 2 1/2 cups all purpose flour, plus more for rolling
- 2 tablespoons sugar
- 2 1/2 teaspoons baking powder
- 2 teaspoons instant yeast
- 3/4 teaspoon table salt
- 1/4 cup vegetable shortening
- 1/4 cup (1/2 stick) cold unsalted butter, cut into small pats

(If you only have salted butter, cut the amount of table salt, in half)

1 cup milk, at room temperature

Cooking spray, to coat

1/4 cup heavy cream, for brushing on top

(A couple tablespoons of melted butter works, too,

and you could skip the final brushing with butter - but why? Butter is so, so tasty!)

4 tablespoons unsalted melted butter, for brushing on top

- 1. Whisk together the flour, sugar, baking powder, yeast, and salt in a large bowl. Cut in the shortening and 1/4 cup butter pats until pea-size bits remain. Add the milk and gently stir until combined. The dough will be wet.
- 2. Transfer the dough to a well-floured surface and gently pat into a 9-inch round that is 1-inch thick. Cut the dough into 2-inch rounds using a cookie cutter.
- 3. MY NOTE: If you pat the dough into a 1-inch thick SQUARE, you can cut it into 9 SQUARE pieces and not have to re-roll the scraps, which keeps the biscuits tender. Use a floured sharp knife.
- 4. Transfer the biscuits to a parchment paper-lined baking sheet that has been lightly coated with cooking spray. Cover with a clean kitchen towel and let sit at room temperature for 1 hour. Remove the towel and cover with plastic wrap and place in the freezer for 1 hour and up to 24 hours.
- 5. Recipe Note: The longer the biscuits stay in the freezer, the lighter and fluffier they become. You can make them ahead and just bake off a few at a time as you need them.
- 6. Preheat the oven to 400 degrees F. Brush the tops of the biscuits with the heavy cream and bake until golden brown, about 15 minutes. Remove from the oven and brush the tops with melted butter.

Submitted by Penny Walgenbach

Listen to our podcas

visit: theplantmasters.com





No matter how much you water the concrete, it will not grow!

In this episode of "A Garden Runs Through It", Colusa County Master Gardener's Gerry Hernandez gives some drought gardening tips.





How to listen?

Search your favorite app for RadioColusa.co

Radio colusa.com



"A Garden Runs Through It" podcast is produced in partnership with:







Gardening Guide

UC Master Gardener Program of Colusa County

Zones 8 and 9

	November	December	January
P L A N T I N G	 You can still sow seeds of wildflowers this month. Plant California poppy, calendula, clarkia, and sweet peas. In the veggie garden plant seeds for lettuce, mustard, spinach, radishes and peas. If you didn't get your new tree planted last month, it is not too late to take advantage of the fall root growth that will give your new tree a strong start in the spring. 	 Bare-root roses Bulbs Camellias Cyclamen Hellebore Living Christmas trees Bare-root fruit and landscape trees 	 Plant rhubarb, strawberries, and cane berries. Plant seeds for broccoli, cabbage, parsley, turnips, peas, radishes, lettuce, and spinach. Plant bare root roses, trees, artichoke crowns, grapevines. Plant pansies, violas, snapdragons, and fairy primroses. Plant gladiolus every 2 weeks for a succession of blooms. Divide Shasta daisies, daylilies, chrysanthemums, and other perennials.
M A I N T E N A N C	 Look at your camellias and remove excess buds to get larger flowers. In the middle of the month fertilize the veggies and flowers that were planted in October. 	 Adjust your irrigation Protect citrus and other sensitive plants Apply dormant spray Add mulch to beds Divide perennials Throw out fallen rose leaves 	 Roses, fruit trees and other perennials can be pruned this month. Do not prune spring flowering shrubs until after they bloom. Prune berry canes that bore fruit last year to the ground. Prune grapevines back, leaving 2 to 3 buds per side shoot.
P R E V E N T I O N	Clean up all the fallen/falling leaves and other plant debris and dispose of diseased materials.	 Plants and seeds make awesome holiday, hostess and mystery gifts Catalogs are arriving to get you excited about what to plant next year. You might want to consider removing some lawn area and creating a new planting bed to make room for all the new plants in the catalogs. 	 Spray horticultural oil on pruned fruit trees to control scale, mites and aphids. Thorough coverage will kill over-wintering eggs. Later in the month, spray neem oil on roses to control mildew, rust, and black spot. Do not apply oils unless there will be 24 hours of dry weather following application. Be sure to clean up debris (leaves and twigs) around roses and fruit trees to help prevent disease.

Seasonal IPM Checklist

The list below reflects possible landscape activities to do during the selected month(s) in your region. You can use the checklist as a guide for IPM activities in your own landscape or provide it to your clients.

November
Abiotic Disorders - Prevent or manage damage, such as that caused by aeration deficit, frost, hail, herbicides, wind, and too much or little water.
Ants - Manage around landscape and building foundations, such as using insecticide baits and trunk barriers.
Asian citrus psyllid - Look for it and if found where not known to occur report it and other new or exotic pests to your local county agricultural commissioner.
<u>Carpenter bees</u> - Paint or varnish and seal wood in which they nest. If intolerable, treat tunnels during fall or early spring.
<u>Citrus</u> - Monitor for damage and pests such as brown rot, leafminer, root rots, and snails.
<u>Clean up</u> mummies and old fruit and nuts in and under trees to avoid harboring pests. <u>Remove fallen leaves</u> from beneath deciduous fruit trees and roses.
<u>Compost</u> - Add leaves dropped during fall. Turn and keep it moist. Cover during rainy weather if needed to avoid sogginess.
Continue rainy-season prevention of diseases, earwigs, snails and slugs, and weeds.
<u>Frost</u> - Protect sensitive plants from cold injury when freezing or frost are predicted.
Implement <u>disease and insect control</u> for apple, pear, stone fruits, nut trees, and deciduous landscape trees and shrubs such as roses.
<u>Irrigation</u> - Adjust watering schedules according to the weather and plants' changing need for water. Reduce irrigation frequency or turn off systems if rainfall is adequate. Irrigate deeply but infrequently if the winter is dry.
<u>Mistletoe</u> - Prune off infected branches.
Mulch - Apply organic mulch where thin or soil is bare beneath trees and shrubs.
Olive knot and oleander gall, or knot - Avoid pruning olive and oleander during wet weather if stem galls are a problem.
<u>Pine</u> bark beetles, pitch moths, western gall rust, and wood borers - If pines need branch removal, prune during October through January.
<u>Plant</u> bare root deciduous trees, shrubs, and vines e.g., caneberries, fruit and nuts, grapes, and roses. Transplant small evergreen trees and shrubs. Plant California natives and seedlings of cedar, fir, pine, and spruce. Select species and cultivars well-adapted to the local site. It's too late to plant frost-sensitive subtropical evergreen plants e.g., citrus.
Prepare for rainfall. Prevent water ponding around trunks and foundations. Improve drainage. Install downspout diverters to <u>direct runoff into landscape soils</u> , but avoid waterlogging of soil.
<u>Prune</u> deciduous trees and shrubs that need pruning such as apple, crape myrtle, pear, rose, spirea, and stone fruits. Make cuts properly to encourage good form and structure. Remove dead, diseased, and borer-infested wood. Certain pests (e.g. shothole borer) and host plants such as apricot and cherry warrant summer pruning.
Root rot - Favored by excessive water and poor drainage. Avoid overirrigation and waterlogged soil.

Seasonal IPM Checklist

Stone fruit diseases - Monitor for leaf curl or shot hole of apricot, nectarine, peach, and plum.
Weeds - Manage weeds using nonchemical methods such as <u>cultivation</u> , handweeding, or mowing.

Master Gardener activities!



In today's fast paced, social media way of life, fake news has become normal.

This includes fake gardening advice.

UC Master Gardeners use cutting edge, research-based information to help you garden better.

We are practical, connected and trusted.

Advice to Grow By ... Ask Us!

Tomorrow's activities are created by today's dreamers—you can make sure that the UC Master Gardener Program of Colusa County is still working to help future generations through your support.

Click here to support us.

Science Word of the Month

Short-day plant—A plant in which the flowering period or some other process is regulated by daily exposure to light shorter than a certain maximum number of hours, usually less than 12 hours.

If you attended one of your workshops, you will receive an email from mgevaluation@ucanr.edu. Your input gives us the tools we need to grow and improve our program. *Thank you!*



MASTER GARDENER PROGRAM THINKING SAFE AND GREEN

AGRICULTURE AND NATURAL RESOURCES ENVIRONMENTAL HEALTH AND SAFETY

#5

GARDENING HAND-TOOL SAFETY

Information given here is intended for use by program representatives, master gardeners, and those they train.



Photograph Courtesy of Santa Clara County Master Gardeners

Information available from the U.S. Consumer Product Safety Commission indicates more than 26,000 people were treated in hospitals during 2006 for injuries sustained while using garden hand tools. Typical injuries were strains/sprains to the lower back, shoulder, neck, and wrist. Many of these injuries could have been prevented by properly using garden hand tools and by knowing your physical capabilities and keeping garden activities to within your limitations.

Gardening Hand-Tool Safety

- Prior to use, always inspect garden hand tools for defects or damage (e.g., splintered, loose, bent, or cracked tool handles, mushroomed tool heads, sprung tool joints, worn tool teeth).
- If a hand-garden tool fails your inspection, remove it from use.
- It is recommended that first time gardeners receive hand-tool training from an appropriately experienced instructor.
- Wear personal protective equipment (PPE) appropriate for the gardening task and weather conditions, including items such as a hat with brim, long-sleeved shirt, long pants, gloves, sunglasses, closed-toed shoes, and sunscreen.
- Use eye protection when the garden hand tool produces flying, crumbling, chipping, sparking, or splintering debris.
- Consume an adequate amount of water for gardening weather conditions.
- When gardening in warm weather, take frequent breaks in the shade.
- Keep the cutting edges of garden hand tools sharp. When cutting, always cut away from the body.
- Always use the proper garden hand tool for the job.
- Follow all product label instructions, including those for PPE use, when using a hand applicator to apply pesticides or fertilizers.
- Rotate gardening tasks frequently to reduce the potential for repetitive motion injuries.
- Stand with your back straight when using long-handled garden tools such as hoes, rakes, and shovels.
- Protect your back when picking up heavy items by maintaining a straight back, bending your knees, firmly grasping the object, and slowly lifting with your legs.
- Avoid using garden hand tools above your shoulder height.
- Use an insect repellant when biting or stinging insects are present in the garden.
- Do not horseplay with garden hand tools.
- Digging with your bare hands can result injuries such as cuts, punctures, or insect bites.
 Accordingly, dig with a hand trowel or other tool and gloves instead of using your bare hands.
- When finished, clean garden hand tools and store in their proper locations.



Cockroaches

Cockroaches thrive in both indoor and outdoor environments that provide food, water, and shelter.

During the day, roaches hide in dark, moist areas like cracks, water meter boxes, sewers, and crawl spaces. They come out at night to feed. Good sanitation and exclusion are important for effective control; pesticides alone will not solve cockroach problems. When using



German cockroach adult (top) and nymph.

insecticides, baits provide better control than sprays.

Identify the cockroach species before taking action.

- Effective management options vary according to species.
- Cockroach sticky traps are useful in catching roaches for identification.
- Some cockroaches live outdoors but can invade indoor spaces (American, oriental, and Turkestan) while others live and breed entirely indoors (German and brownbanded).

Remove food and water sources.

- · Store food in tightly sealed containers.
- · Keep trash in containers with tight lids.
- Fix plumbing and irrigation leaks to reduce sources of water.
- Regularly vacuum indoor cracks and crevices, clean behind kitchen appliances, and clean floors and counters, since even tiny crumbs or liquids provide good food sources.

Exclude roaches and remove their hiding places.

- Seal cracks and other openings in walls, under and around doors, and around windows to prevent invaders coming in from outside.
- Use door sweeps and weather stripping on doors and windows.
- Seal cracks in false bottoms of cupboards and other indoor hiding places.
- Remove old papers, cardboard boxes, and other clutter, especially in kitchens and bathrooms.

For more information about managing pests, visit <u>ipm.ucanr.edu</u> or your local University of California Cooperative Extension office.

Use traps to identify and track cockroach populations.

- Cockroach sticky traps are available in garden and hardware stores.
- Place traps on the floor around edges of walls, in cupboards, and other places where you think roaches are foraging. Place traps near exterior doors to catch invading outdoor species.



A sticky trap placed to monitor and trap cockroaches.

 Check traps daily until you can tell where the most cockroaches are being caught.

What about pesticides?

- Avoid using foggers, bombs, or aerosol sprays; these products can be hazardous and may repel and disperse cockroaches to other areas without actually killing them.
- Insecticide sprays do not provide long-term control.
 Sprays are not necessary if cleanup and removal of hiding places is combined with effective baits and boric acid powder.
- Boric acid powders and desiccant dusts may be applied within hollow walls, under refrigerators, and other undisturbed hiding places. This approach is very effective but may require a pest control professional. These materials must remain dry and undisturbed in order to be effective.
- Insecticide gels and bait stations placed near cockroach hiding areas can be effective if other food sources are removed. It may be 7 days or longer before you see fewer cockroaches.
- To control outdoor cockroaches, place baits in water meter boxes, drains, or under concrete slabs.
- Contact a pest control professional for very serious infestations.

What you do in your home and landscape affects our water and health.

- Minimize the use of pesticides that pollute our waterways and harm human health.
- Use nonchemical alternatives or less toxic pesticide products whenever possible.
- Read product labels carefully and follow instructions on proper use, storage, and disposal.





Garden Club of Colusa County activities

November 28, 6:30 pm St. Stephen's Church Colusa

Did a friend send you this newsletter?

 You can get your own newsletter sent directly to your inbox by <u>clicking here</u>.



Additional Links

Integrated Pest Management <u>ipm.ucanr.edu</u>

UC Davis Arboretum <u>arboretum.ucdavis.edu</u>

Invasive Plants <u>www.cal-ipc.org</u>

Plant Right <u>www.plantright.org</u>

Save Our Water <u>saveourwater.com</u>

California Garden Web cagardenweb.ucanr.edu

McConnell Arboretum and Botanical Gardens turtlebay.org

UCANR Colusa County <u>cecolusa.ucanr.edu</u>

UC Master Gardener Program (statewide) mg.ucanr.edu

California Backyard Orchard homeorchard.ucanr.edu

ANR publications <u>anreatalog.ucanr.edu</u>

The University of California, Division of Agriculture and Natural Resources (UC ANR) prohibits discrimination against or harassment of any person in any of its programs or activities on the basis of race, color, national origin, religion, sex, gender, gender expression, gender identity, pregnancy (which includes pregnancy, childbirth, and medical conditions related to pregnancy or childbirth), physical or mental disability, medical condition (cancer-related or genetic characteristics), genetic information (including family medical history), ancestry, marital status, age, sexual orientation, citizenship, status as a protected veteran or service in the uniformed services (as defined by the Uniformed Services Employment and Reemployment Rights Act of 1994 [USERRA]), as well as state military and naval service.

UC ANR policy prohibits retaliation against any employee or person in any of its programs or activities for bringing a complaint of discrimination or harassment. UC ANR policy also prohibits retaliation against a person who assists someone with a complaint of discrimination or harassment, or participates in any manner in an investigation or resolution of a complaint of discrimination or harassment. Retaliation includes threats, intimidation, reprisals, and/or adverse actions related to any of its programs or activities.

UC ANR is an Equal Opportunity/Affirmative Action Employer. All qualified applicants will receive consideration for employment and/or participation in any of its programs or activities without regard to race, color, religion, sex, national origin, disability, age or protected veteran status.

University policy is intended to be consistent with the provisions of applicable State and Federal laws.

Inquiries regarding the University's equal employment opportunity policies may be directed to: John I. Sims, Affirmative Action Compliance Officer and Title IX Officer, University of California, Agriculture and Natural Resources, 2801 Second Street, Davis, CA 95618, (530) 750-1397. Email: jsims@ucanr.edu.

Website: http://ucanr.edu/sites/anrstaff/Diversity/Affirmative_Action/.

This policy statement supersedes the UC ANR Nondiscrimination and Affirmative Action Policy Statement for University of California Publications Regarding Program Practices dated July 2013.