

MEMORANDUM

TO: Participants in Attendance of the 2018 Washington Pest Control Tour  
WSCPR Commissioners  
Alan Schreiber, ADG, Inc. & Administrator, WSCPR  
Vicky Scharlau, 501 Consulting, Inc.  
Derek Sandison, Director, WSDA

FROM Scot Hulbert, Associate Dean & Director, CAHNRS Office of Research  
Laura Lavine, Associate Director, CAHNRS Office of Research

DATE: August 9, 2018

SUBJECT: Inappropriate Behavior

We would like to make you aware of an unfortunate incident that occurred as part of the 2018 Washington Pest Control Tour, organized and led by the Washington State Commission on Pesticide Registration. The incident occurred during the Hog Roast and Farm Party hosted at the ADG, Inc. Research Farm on July 25, 2018. An attendee of the meeting appeared to be intoxicated and engaged in inappropriate sexual remarks and behaviors toward participants that included industry members, federal employees, and state employees, including Washington State University employees. This individual then vomited on the bus, on which most of the participants had to rely on to get back to the hotel which was around a 30-minute drive away.

We recognize the behavior of an individual attendee is in no way a reflection of how the WSCPR or WSU conducts business; nor is this the type of behavior that either of these organizations condone. We do, however, want to use this incident as an opportunity to remind everyone that professionalism, respect for colleagues and appropriate behavior in the workplace and at work-related functions is of the utmost importance.

As the fiscal agent for all appropriated funds from the Legislature for WSCPR, we want to make sure WSCPR understands its obligation to follow State of Washington statutes and regulations. In particular, sexually harassing behavior must never be tolerated or acceptable at any official event or setting. Training employees on company policy and generally acceptable workplace behavior is common practice and a fundamentally sound way of managing a business. We ask that, in addition to your company's routine training, you use this incident as an opportunity to remind your employees that regardless of the setting, all of our colleagues are entitled to a safe environment where harassment of any kind is not tolerated. A zero-tolerance policy that includes prompt disciplinary action against employees who engage in this type of behavior should be enforced.

If you have any questions or concerns, please contact Laura Lavine, [lavine@wsu.edu](mailto:lavine@wsu.edu).