

- SEXUAL HARASSMENT
- SEX- AND GENDER-BASED DISCRIMINATION
- SEXUAL ASSAULT

- DATING AND DOMESTIC VIOLENCE
- STALKING
- PREGNANCY ACCOMMODATIONS



Our commitment to safety

The University of Alaska is committed to providing a supportive learning and working environment and fostering safe, healthy relationships among our campus community. As such, the institution and members of our community will not tolerate dating violence, domestic violence, sexual assault, and stalking.

What is Title IX?

Title IX is a federal civil rights law that prohibits sex discrimination in education. All members of the university's community and visitors have the right to be free from all forms of sex- and gender-based discrimination, including dating violence, domestic violence, sexual assault, and stalking.

Title IX policy overview

Everyone has the right to a learning and working environment free of unlawful

Outside of the UA grievance process, a complainant may pursue law

enforcement, but may, upon request, assist in connecting a complainant with the proper law enforcement agency. **Anyone who feels at risk of imminent harm should immediately call 911.**

How to report

To submit a report of sex or gender-based discrimination, contact your Title IX Coordinator at 907-474-7300 or email uaf-tix@alaska.edu. You can make a report to the Title IX Coordinator at any time. Report by calling, emailing or going online to www.uaf.edu/equity. The Title IX Coordinator can help with supportive measures, including making adjustments to assist you in academic, housing or employment areas. Though anonymous reports are permitted, they may limit the university's ability to investigate and respond to a report.

Amnesty

The university will provide amnesty for conduct that would warrant minor sanctions under the student code of conduct, such as underage drinking or prohibited drug use that is related to the misconduct reported under the sex- and gender-based discrimination policy. However, although granted amnesty, students may be required to complete related educational programs.

Retaliation

The university expressly prohibits retaliation against anyone who reports sex or gender-based discrimination or who participates in the grievance process. You can report incidents of alleged retaliation to the Title IX Coordinator. (If the alleged retaliation is caused by Title IX staff, it may alternatively be reported to

Privacy

The university takes steps to preserve the privacy of those involved in the Title IX grievance process. However, complete privacy may not be possible in some circumstances, especially in cases where the university must take action to protect the safety of others.

Honesty

Misrepresenting the truth during a university investigation and/or making false

Conduct for students and is subject to Corrective Action for employees.

Grievance Process

moves beyond mere compliance with civil rights laws to embodying the principles of respect and equality for all. Contact any Title IX coordinator or deputy.

Title IX coordinator

907-474-7300 or uaf-tix@alaska.edu

Title IX deputy coordinators

Kuskokwim Campus

907-543-4562

You have the right to choose whether or not to report to one or all of the following:

- Law enforcement
- The university
- Rights
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- No report

For sex discrimination claims or other inquiries concerning the application of Title IX of the Education Amendments of 1972 and its implementing regulations, individuals may contact the University's Title IX Coordinator, or the Assistant

U.S. Department of Education
915 Second Ave., Room 3310
Seattle, WA 98174-1099



- **Preserve Evidence.** Police and forensic nurse examiners are in the best position to secure evidence of a crime. All physical evidence should be

teeth or bathe; do not eat or drink; do not douche; and if you change clothes, keep them in a paper bag.

What can I do to help?

Sex or gender-based discrimination is a community issue, and prevention is a community responsibility. Sex and gender-based discrimination can also look different for people with differently intersecting identities.

You can play your part in creating a culture of respect by:

1. Recognizing sex or gender-based discrimination
2. Utilizing safe strategies for bystander intervention
3. Reporting sex or gender-based discrimination
4. Supporting people who share they have experienced sex or gender-based discrimination or violence

Be an active bystander

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What to Expect When You Make a Report

Once a report has been made, the person who reports experiencing sex or gender-based discrimination (called the complainant) will receive outreach from safety concerns.

Next steps may include:

- Supportive measures will be offered to all complainants and respondents.
- Complainants will have the choice of whether or not they would like to proceed through the Title IX process. The university will do its best to respect the complainant's wishes.
- Anonymous or informal reports can be submitted, but this may limit the university's ability to address the behavior. To initiate the Title IX grievance process or informal resolution, a formal complaint must be submitted.

Possible further actions may include:

- An interview meeting to gather facts regarding the reported behavior to include an overview of the complainant's rights and the resources available to them.
- Witnesses may be interviewed.
- The Title IX staff will determine how the reported behavior may be addressed through informal resolution, investigation or referral. The parties will be

Investigation

When the university receives a report of sex or gender-based discrimination, the believes it is necessary, the Title IX Coordinator will initiate a prompt, fair and impartial administrative investigation. The purpose of an investigation is to determine if conduct violating UA policy and regulation has occurred.

Investigations may also help to determine:

- If there is an ongoing risk of harm and if so, what steps should be taken to prevent that risk.
- What resources or safety measures are needed for the Student Conduct or
- If system-wide or local changes to policies, practices, or training should be considered and implemented.

No matter who you are, where or when it happened, if someone sexually assaults you, sexually harasses you or discriminates against you because of your gender, identity or expression, you have a right to get help and to continue your education.

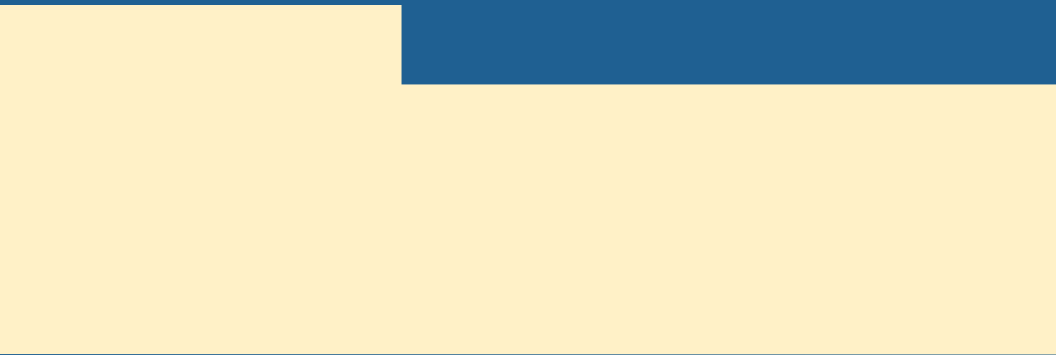
The Rights of Those Involved in an Investigation

The Complainant Has the Right to:

- File a criminal and/or civil complaint in addition to the Title IX complaint
- An emphasis on privacy
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- Supportive measures, resources and remedies when applicable
- An advocate or support person of the complainant's choice, which can include a friend, family member, advocate, attorney, etc..
- Appointment of an advisor for the cross-examination at the hearing if the complainant does not have one at the time that the Title IX investigator's report is released.
- Opportunity to provide information and evidence before a report is completed
- Opportunity to review information and evidence before a decision is made
- A prompt, fair, and impartial investigation
- A hearing with the opportunity for cross-examination
- Notice of the outcome of the hearing, and if applicable, any disciplinary actions
- Appeal
- Be free from retaliation

The Respondent Has the Right to:

- Be presumed to be not responsible until a determination is made at the conclusion of the grievance process.
- Notice of the allegations
- An emphasis on privacy
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- Supportive measures, resources and remedies when applicable
- An advisor or support person of the respondent's choice, which can include a friend, family member, advocate, attorney, etc.,
- Appointment of an advisor for the cross-examination at the hearing if the respondent does not have one at the time that the Title IX investigator's report is released.
- Opportunity to provide information and evidence before a report is completed
- Opportunity to review information and evidence before a decision is made
- A prompt, fair, and impartial investigation
- A hearing with the opportunity for cross-examination
- Notice of the outcome of the hearing, and if applicable disciplinary actions
- Appeal
- Be free from retaliation



UA Nondiscrimination Statement