

- SEXUAL HARASSMENT
- SEX- AND GENDER-BASED DISCRIMINATION
- SEXUAL ASSAULT
- DATING AND DOMESTIC VIOLENCE
- STALKING
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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 in BOR P&R 01.04.010 to include conduct on the basis of sex or gender that

1. A university employee, agent, or contractor conditioning the provision of unwelcome sexual conduct;
2. Unwelcome sex- or gender-based conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the university's education program or activity; or
3. "Sexual assault," "dating violence," "domestic violence," or "stalking," as

addressed under other applicable UA BOR Policies and University Regulations. See Board of Regents Policy at www.alaska.edu/bor/policy/01-04.pdf.

What is sex- and gender-based discrimination?

"Sex and gender-based discrimination" occurs when an individual is treated less favorably on the basis of that person's sex or gender, which may also include on the basis of sexual orientation, gender identity or expression, pregnancy or pregnancy-related condition, or a sex stereotype.

What is sexual harassment and assault?

“Sexual harassment” is a form of sex or gender-based discrimination that can be committed by individuals of any gender, can occur between individuals of the same or different genders, can occur between individuals involved in intimate or sexual relationships, or can occur between strangers or acquaintances. Sexual harassment is unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the university’s education program or activity.

Examples of sexual harassment include, but are not limited to:

- A university employee requiring an individual’s participation in unwelcome sexual conduct to receive a higher grade or an academic or athletic opportunity
- Repeatedly subjecting someone to unwelcome sexual advances
- Posting or displaying sexually suggestive pictures, objects, etc.
- Repeatedly making lewd or sexually demeaning comments, jokes, etc.
- Gender-based slurs, taunts, stereotypes, or namecalling based on a person’s actual or perceived sex
- Invasion of sexual privacy, prostituting another person, nonconsensual video or audio-taping of sexual activity, going beyond the boundaries of consent (such as secretly letting others watch consensual sex), or engaging in voyeurism
- Knowingly transmitting an STI or STD to another individual without that individual’s knowledge
- Intentionally or recklessly exposing one’s genitals for the purpose of sexual

Examples of sexual assault include, but are not limited to:

- Having sex with someone who is incapacitated from alcohol or drugs
- Engaging in any form of sexual contact that your partner has not willingly and

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

Grievance Process

As described in more detail in BOR P&R 01.04.160, during the grievance process respondents are presumed not responsible for alleged conduct until a determination regarding responsibility is made. Additionally, the burden of gathering evidence rests on the university and not on the parties; however, the parties may present relevant witnesses and evidence to the investigator. Upon the conclusion of the investigation, the parties will be given the opportunity to review and respond to all evidence obtained during the investigation which is related to the allegations, then the investigator will write a report summarizing the evidence. The parties will also be given the opportunity to respond to the report before a live hearing is held. At the hearing, each party will have the opportunity to cross-examine, through their own advisor, any other participating parties and witnesses. After the hearing, the decision-maker will issue a written determination deciding whether university policy has been violated, using the preponderance

discipline and remedies.

Duty to report

For the university to respond effectively and address instances of sex or gender-based discrimination, all employees must report any sex or gender-based discrimination to the Title IX Coordinator. University counselors and health care

Title IX staff when they receive a report.

For more information visit www.alaska.edu/titleixcompliance/responsible-employee/.

Help and resources

- **For emergencies call 911**
- **Off-campus medical help:**
 - Go to the nearest hospital or clinic
- **On-campus medical help**
 - Student Health and Counseling Center, 907-786-4040
- **On-Campus Confidential Counseling**
 - Student Health and Counseling Center, 907-768-4040
- **Additional Confidential Resources and Assistance**
 - Center for Advocacy, Relationships and Sexual Violence, 907-276-7273

UAA has ways to help

If you have been sexually harassed, assaulted or threatened, UAA has ways to

- Providing access to counseling services
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- Rescheduling of exams and assignments
- Changing class schedules
- Providing access to academic advising
- Changing university work schedule or job assignment
- Changing camps

compliance with civil rights laws to embody the principles of respect and equality

Title IX Coordinator

3190 Alumni Drive, Suite 352, Anchorage, AK 99508

Title IX Resource Staff

Dean of Students — 907-786-1214

Residence Life — 907-751-7444

Athletics — 907-786-4803

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

- Law enforcement
- The university
- Rights
- 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

If you or someone you know is assaulted

- **Get Support.** You don't have to cope alone. Call someone you trust, or reach out to one of the resources listed on this brochure.
- **Get Medical Help**
may be at risk for injury, pregnancy or infection.
- **Report the Incident to the Title IX Coordinator.** This helps the university

respond appropriately to your case and to broader issues in our community. There is no time limit for reporting an incident to the university. When you decide, you can report to the university, to law enforcement, to both or neither.

- **Preserve Evidence.** Police and forensic nurse examiners are in the best position to secure evidence of a crime. All physical evidence should be
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comfortable doing so, get someone else to step in.

- Trust your instincts, if a situation does not feel right to you, remove yourself and others from the situation if possible.

Complete Title IX training

- UA Safe Title IX training for students and employees is an online program addressing the critical issues of sex or gender-based discrimination prevention and response, including sexual assault, harassment, stalking, domestic violence, and dating violence. All students who are degree seeking, living in campus housing, participating in national/international exchange, middle college students enrolled at the university, and employees are annually required to complete UA Safe training.
- UA Safe promotes a safe and inclusive environment by educating students about their rights on campus, as well as different support systems set in place. The program also encourages bystander intervention by providing students with the necessary tools to intervene in certain situations.

University of Alaska policy and regulations

Find more information about the UA Board of Regents policies on nondiscrimination and sex and gender-based discrimination at www.alaska.edu/policy/01-02.pdf and www.alaska.edu/bor/policy/01-04.pdf.

Title IX coordinator

The Title IX Coordinator responds to all complaints of sex or gender-based discrimination by faculty, staff, and students. They can help with supportive measures and can explain the university's policy and procedures for pursuing an investigation and resolution through the grievance procedures.

Supportive Measures

As detailed in BOR P&R 01.04.070, the parties have the right to receive reasonably available and appropriate supportive measures (e.g., assistance

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:

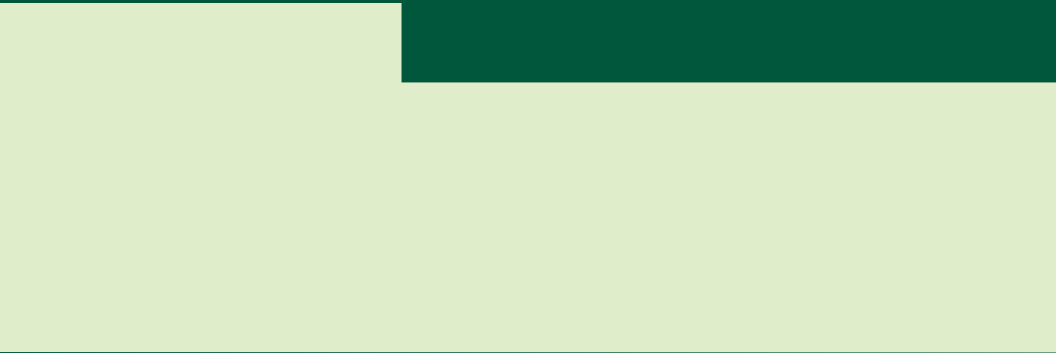
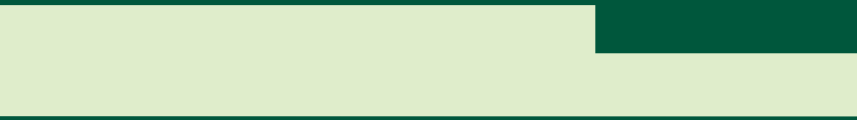
- Supportive measures will be offered to all complainants and respondents.
- Complainants will have the choice of whether or not they would like to proceed through the Title IX process. The university will do its best to respect the complainant's wishes.
- Anonymous or informal reports can be submitted, 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:

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The Rights of Those Involved in an Investigation

The Complainant Has the Right to:



UA Nondiscrimination Statement

It is the policy of the board that, in accordance with federal and state law, illegal discrimination against any individual because of race, religion, color, national origin, citizenship, age, sex, physical or mental disability, status as a protected veteran, marital status, changes in marital status, pregnancy, childbirth or related medical conditions,