



**University of Alaska Fairbanks- Title IX Brief
September 2022 Board of Regents Meeting**

Academic Year 2021-2022

EFFORT	COMMENTS
<p>Outreach, Education and Prevention/Awareness Programming</p>	<p><i>Fall 2021 Activities</i></p> <ul style="list-style-type: none"> • Student Leadership Institute • Title IX and You Training • CTC Respectful Workplace Briefing • Culture of Respect Event • Nanooks Care • Stonewall Opening BBQ • Jonathan VanDyke: Queer Abstraction Keynote • Shine a Light monthly presentations • Climate, Jobs and Justice Candidate Forum • Tie Dye: Bringing your Pattern • Ally Week • Queer and Colorful Pride Hike • Identity and Intersectionality Workshop • Chooseday: Inclusive Leadership Workshop • Chooseday: Bringing in the Bystander • The Best Sex Ed You've Never Had • Consent Day • Consent Paint Night • Sexual Responsibility Carnival • Healthy Relationships Fair • Gender Affirming Group • Mindfulness Mondays • Skill Building Pods (coping, emotional regulation, interpersonal relationship skills) • Pub Trivia: LGBTQ+ History • Shine a Light Speaker Series: Lifting the Veil on Colonization by Dr. Charlene Stern • Urban Auntie Show with Laura Ekada • Safe Zone Workshop • Trans 101 Resource Fair

- Rainbow Disco
- Rainbow Drive-In
- Cultural Explorations
- Information boards: Mental Health, Diversity & Inclusion
- Racial Justice 101: Racial Disparities in Healthcare with Reketta Peterson
- National Coming Out Day
- International Pronouns Day
- Indigenous People's Day
- Native American Heritage Month activities
- UAF Respectful Workplace Briefings
 - Chancellor's Cabinet
 - Community & Technical College
 - Facility Services

Spring 2022 Activities

- Title IX and You Training/ Intro. to Bystander Intervention
 - New Student Spring Orientation
 - Geological Sciences Summer Field Course
- CFOS: Girls on Water Seminar
- Stalking Awareness Month activities
- Valentine's Day- Sexual Responsibility Week
- Sexual Health and Responsibility Fair
- Sexual Responsibility Week
- Sexual Assault Awareness Month activities
 - Chanel Miller, Why I Stayed
 - Take Back the Night
 - Clothesline Project
 - Denim Day
- Healthy Boundaries Workshop
- Implicit Bias Workshop with Picture a Scientist viewing and panel discussion
- Alaska Civil Rights Day
- FemCon
- QPR Training
- Bringing in the Bystander Training
- National Day of Silence
- Pride Week
- Out and Proud Campaign
- Safe Zone Training
- Lavender Graduation
- Trailblazer Recognition Ceremony
- Fist-Gen Cord Ceremony
- Inclusive Excellence Awards
- Shine a Light monthly presentations

<p>Training</p>	<p>Online, Zoom, and in-person training has been offered.</p> <p>Title IX Student Training Completion: 73% of UAF students completed training by May 13, 2022.</p> <p>Title IX Employee Training Completion: 95% of UAF employees completed training by May 13, 2022.</p> <p>Title IX Training Completed by Title IX Employees: UAF Equity and Compliance’s Title IX focused staff were trained on Clery March 29-31, 2021, the new Federal rules in June 2020 by ATIXA, attended Grand River Solutions’ training on October 2020, ATIXA Investigator 3B October 2020, and ATIXA Webinar on Severe, Pervasive and Objectively Offensive December 2020. Title IX staff training and training materials are posted online at: https://www.uaf.edu/equity/training</p> <p>Title IX Training for Residence Life: Title IX training for ResLife professional staff, resident assistants, desk attendants, and mentors was completed on August 17, 2021 and January 7, 2022. Additional training provided includes: QPR, Safe Zone, RA roles, RA Roles & Mental Health, Bringing in the Bystander, CARE, Concern, and Conduct Case Management.</p> <p>Bystander Intervention Training: UAF provides training to students and employees throughout the year using the Bringing in the Bystander training program. ResLife staff received training on August 15, 2021. New Student Spring Orientation attendees received an introduction to bystander intervention on January 7, 2022.</p> <p>Everfi Alcohol Edu (3-year agreement): UAF is reinstating required training in Fall 2022 for degree seeking residential students under 27 year of age, student athletes, and student employees working within Student Affairs.</p>
<p>Title IX General Updates</p>	<p>Advocacy: UAF works with the Interior Alaska Center for Non-Violent Living to offer victim advocacy resources and services 24/7 specifically for complainants. Resources will be provided to respondents when applicable. The ASUAF Student Advocate is available to both complainants and respondents for assistance with the Title IX process and resource information. UAF is currently working to enhance and expand the advocacy resources available to students through peer support.</p> <p>Rights: Complainants are provided rights and resources at the time a report is made and again at the time an investigation occurs.</p>

	<p>Respondents are provided rights and resources at the time they are notified of a formal complaint.</p> <p>Legal Resources: UAF Student Government (ASUAF) contracts with a law firm to offer students 30-minute legal consultations. Deer Oaks Employee Assistance Program offers employees a 30-minute consultation with an attorney.</p> <p>Counseling: Utilized by both complainants and respondents, the Student Health and Counseling Center or Employee Assistance Program are offered, depending on the parties' affiliation.</p> <p>Website: The UAF Department of Equity and Compliance website is in compliance with the new Federal rules on Title IX: https://www.uaf.edu/equity/</p> <p>Rights Notification: All UAF students and employees received a rights notification via email on September 29, 2021. Students received a second notification on February 9, 2022. Additionally, departments with university sponsored off-campus activities are working with students to ensure they know their rights during those activities. UAF and 3rd party sponsors have agreements on file with nondiscrimination expectations written into MOU/MOAs.</p>
<p>Community & Campus Engagement</p>	<p>UAF Equity and Compliance (UAF E&C) director presented to the Northern Alaska Society for Human Resource Management on <i>Building Equitable Workplaces: Inclusive Excellence Strategies for HR Professionals</i>- December 2021.</p> <p>UAF E&C provided an Inclusive Excellence briefing to the UAF Alumni Association- September 2021.</p> <p>Equity and Compliance provided a presentation to the Northern Alaska Society for Human Resource Management on <i>Investigation Basics</i>- March 2022.</p> <p>Alaska EPSCoR, Alaska INBRE and UAF's Department of Equity and Compliance collaborated to provide an Implicit Bias Workshop on March 2022 statewide and beyond to all UA faculty, staff, and students, as well as collaborators, community partners and anyone else interested in the topic. The workshop included a viewing of the Picture a Scientist film followed by a panel discussion, then a 2.5 hour implicit bias training with workshop on ways to interrupt and address bias. The panel was comprised of individuals from across UA and community partners, and the training was provided in a partnership between NDAC and UAF E&C.</p>

	<p>Title IX coordinator is a member of and meets monthly with the Fairbanks Prevention Alliance.</p> <p>Title IX Coordinator is a member of and meets monthly with the Fairbanks Community Health Improvement Work Team for Trauma and Adverse Childhood Experiences led by Foundation Health Partners.</p> <p>Title IX Coordinator is collaborating with community partners to host a Resiliency Conference in spring 2023 that will be held on the Troth Yeddha' Campus.</p> <p>The UAF E&C works closely with Center for Student Rights and Responsibilities (CSRR), Residence Life, UA Human Resources (UA HR) as well as many other departments at UAF. Bi-weekly meetings are held with the Vice Chancellor for Student Affairs, the Provost, CSRR, UAF Fire Chief, and UA HR. Monthly meetings are held with Residence Life, UAF Police Chief, Interior Alaska Center for Non-Violent Living, and Fairbanks Prevention Coalition.</p> <p>The UAF Strategic Plan on Inclusive Excellence: (https://www.uaf.edu/diversity/) started year two of project execution in October 2021. Individuals participating are from Admissions, Alaska Native Studies and Rural Development, Alumni Relations, Athletics, Biomedical Learning and Student Training Program, College of Engineering and Mines, College of Fisheries and Ocean Sciences, College of Liberal Arts, Foundation, eCampus, Geophysical Institute, governance groups, Graduate School, Grants and Contracts Administration, Nanook Diversity and Action Center, Northwest Campus, Office of Information Technology, School of Education, Student Support Services, UA Human Resources, UAF Police Department, University Relations, Student Affairs, Water and Environmental Research Center, students: undergraduate and graduate, Blossom House, community advocate for individuals with disabilities, Fairbanks Diversity Council, First Alaskans Institute, and Interior Alaska Center for Non-Violent Living.</p> <p>Shine a Light- Promoting Conversation on Diversity: The Northwest Campus, in partnership with UAF Equity and Compliance and Nanook Diversity & Action Center host monthly discussions to encourage understanding, build empathy, and engage us all in thinking critically about our world views.</p>
<p>Challenges</p>	<p>COVID-19: Although staff have done a great job navigating remote work during the pandemic, there are challenges outside of the University's control. COVID has impacted staff in multiple ways slowing down productivity as it has for parties in cases. It has been difficult to get responses from individuals, most specifically from remote locations.</p>

	<p>There is limited internet infrastructure around Fairbanks, and rural areas of Alaska.</p> <p>Increase in reports- challenge and success: We have received a substantial increase in reports, resulting in an increase in workload. This is indicative of the stresses and experiences connected with COVID outside of UAF, isolation during COVID, and reengagement to in-person activity. This is a success in the sense that parties are engaging with E&C and other UAF departments for assistance.</p> <p>New Federal Rules/ Q&A: The multiple changes whether through the new rules (August 2020) or the OCR’s Q&A (July 2021) requires adjustments of Policy and Regulation and resource materials, trainings and etc., continues to take time away from casework, impacting productivity and timing long after implementation work is done.</p> <p>Staffing challenges: As we continue to see staffing challenges UA-wide and especially the other Equity and Compliance Offices, it impacts UAF workloads.</p>
<p>Successes</p>	<p>Excellent Title IX training completion rates at UAF.</p> <p>More inclusive and equitable practices are being implemented within the UAF Police and Fire Departments, supporting underrepresented and diverse students and employees in the field. DEI Training Program provided to those in leadership roles. Monthly sessions are January- July 2022.</p> <p>Collaborations with faculty on proposals that have elements of DEI written into them.</p> <p>Increased awareness and understanding of pregnancy and parenting rights under Title IX. See brochure: https://www.uaf.edu/equity/files/Pregnancy-and-Nursing-Brochure-05-2022.pdf</p> <p>Increase in briefings and training for programs, departments and committees on DEIA- related topics to include Title IX.</p>

**University of Alaska Fairbanks Title IX Metrics
July 1, 2021 – June 30, 2022 Summary**

Initial assessment by TIX and classified as: (see reverse for description)	ALL REPORTS	Inquiry ongoing. Supportive measures offered.	Report assessed. No jurisdiction. Supportive measures offered.	Report assessed. Possible policy violation, but not a Title IX policy violation. Referred to appropriate department. Supportive measures offered.	Report assessed. Cannot proceed due to nonparticipation or insufficient evidence; case closed. Supportive measures offered.	MEETS REQUIREMENTS FOR FURTHER ACTION (Subtotal)	Informal Resolution Process. Supportive measures offered.	Investigation Ongoing. Supportive measures offered.	Investigation Complete: Respondent found not responsible. Supportive measures offered.	Investigation Complete: Respondent found responsible. Supportive measures and remedies offered.
Complicity										
Dating or Domestic Violence*	36		21	12	3					
Interfering Consensual Sexual Conduct	3			3						
Quid Pro Quo										
Retaliation	3			3						
Sex- or gender-based Discrimination	9		2	6						
Sexual Assault*	45		32	7	6					
Sexual Exploitation	2			2						
Stalking*	16		1	8	6	1		1		
Unwelcome Sexual Conduct	69		7	61	1					
Not Title IX Behavior	99			99						
Meets Requirements for Further Action (Total)						1				
TOTAL # WHERE RESOURCES/ REFERRAL WERE OFFERED	293									
									Major discipline/sanctions**	0
									Minor discipline/sanctions**	0
Closed within 180 days	280								<i>* Behaviors that also fall under the Violence Against Women Act (VAWA). **Major discipline/sanctions includes suspension, expulsion or termination. Minor discipline/sanctions represent a variety of conditions including but not limited to warnings, education, probation, and other discretionary sanctions.</i>	
Closed after 180 days	1									
Pregnancy Accommodations		11								

TITLE IX ACTION CLASSIFICATIONS DEFINED

All reports	This number represents all reports assessed by the Equity and Compliance Offices during this time. Reports are received through an online form, in person, by email, phone or other method.
Report assessed. No jurisdiction. Supportive measures offered.	Jurisdiction provides the authority to investigate. Jurisdiction depends on a number of factual elements, including the location of the alleged incident, affiliation of those involved, and any impact on campus. For example, if a non-student sexually assaulted a UA student off campus, UA would not have Title IX jurisdiction to investigate. Supportive measures are made available to the complainant.
Report assessed. Possible policy violation, but not a Title IX policy violation. Referred to Student Conduct / HR. Supportive measures offered.	Reports to the Equity and Compliance offices may include allegations that do not meet the definition for prohibited conducted under Title IX, such as a single comment of a sexual nature. While inappropriate, this does not rise to the level of a Title IX policy violation. In these cases, supportive measures are made available to the complainant and the issue is forwarded to the appropriate department for action under other applicable policies.
Report assessed. Cannot proceed due to nonparticipation or insufficient evidence; case closed. Supportive measures offered.	Often times a complainant in a sexual harassment or sexual assault case will not want the university to proceed with an investigation. In these situations, a Gatekeeper Analysis is completed to assess whether the University must proceed despite the complainant's wishes. Factors include involvement of a pattern of offenses, predation, force, or involvement of a minor. In other cases, investigation may not be possible due to insufficient evidence to proceed with an investigation. Supportive measures are made available to the complainants in both types of cases.
MEETS REQUIREMENTS FOR FURTHER ACTION	This number is a subtotal and represents the Title IX reports that are within University of Alaska jurisdiction, constitute a Title IX allegation, and where the complainant supports investigation or the Gatekeeper analysis requires investigation.
Informal Resolution Process. Supportive measures offered.	If the complainant, the respondent, and the Title IX coordinator all agree that an informal resolution should be pursued, the Title IX coordinator will attempt to facilitate a resolution of the conflict that is agreeable to all parties. Supportive measures are made available to the complainant and respondent as appropriate.
Investigation Ongoing. Supportive measures offered.	Investigation is underway but has not been completed at time of reporting. Supportive measures are made available to the complainant and respondent.
Investigation Complete: Respondent found not responsible. Supportive measures and remedies offered.	The respondent was found not responsible after a university Title IX investigator conducted an impartial investigation using the preponderance of the evidence standard, which requires a showing that it is more likely than not that conduct violating Title IX policy occurred. Supportive measures are made available to the complainant and respondent.
Investigation Complete: Respondent found responsible. Supportive measures and remedies offered.	The respondent was found responsible after a university Title IX investigator conducted an impartial investigation using the preponderance of the evidence standard, which requires a showing that it is more likely than not that conduct violating Title IX occurred. Supportive measures and remedies are made available to the complainant and the respondent.

INITIAL ASSESSMENT CLASSIFICATIONS DEFINED

*As defined in Board of Regents Policy and University Regulations Chapter 01.04 per federal law, August 14, 2020.

Complicity	“Complicity” is any act taken with the purpose of aiding, facilitating, promoting, or encouraging an act of sex or gender-based discrimination.
Dating or Domestic Violence	<p>“Dating violence” is violence committed by a respondent: a. who is or has been in a social relationship of a romantic or intimate nature with the complainant; and b. where the existence of such a relationship shall be determined based on a consideration of the following factors: i. The length of the relationship; ii. The type of relationship; and iii. The frequency of interaction between the persons involved in the relationship.</p> <p>“Domestic violence” includes verbal or physical assault, violating a protective order, terroristic threatening, burglary, criminal trespass, criminal mischief, harassment, arson, criminally negligent burning committed by a current or former spouse or intimate partner of the complainant, by a respondent with whom the complainant shares a child in common, by a respondent who is cohabitating with or has cohabitated with the complainant as a spouse or intimate partner, by a respondent similarly situated to a spouse of the complainant, or by any other respondent against an adult or youth complainant who is protected from that respondent’s acts under the domestic or family violence laws of Alaska. This definition does not apply to roommates in university housing unless the parties also meet one of the above definitions within this provision as well.</p>
Interfering Consensual Sexual Conduct	Consensual sexual conduct that unreasonably interferes with other employees’ work or other students’ studies, or creates a hostile, intimidating, or offensive working, living, or learning environment.
Not Title IX Behavior	These are reports that do not fall under Title IX behavior. In these cases, supportive measures (if appropriate) are made available to the complainant and the issue is forwarded to the appropriate department for action.
Pregnancy Accommodations	To ensure equal access for pregnant individuals, the university provides reasonable accommodations and adjustments related to pregnancy and childbirth. University policy and federal and state law prohibit discrimination on the basis of sex and pregnancy in the university’s programs and activities. Specific accommodations are handled on a case-by-case basis and depend on medical need and individual requirements. A few examples of reasonable pregnancy accommodations include excusing absences from class missed due to pregnancy-related medical conditions and appointments, flexibility in the administration of exams, and providing access to accessible parking.
Quid Pro Quo	A university employee, agent, or contractor conditioning the provision of an aid, benefit, or service of the university on an individual’s participation in unwelcome sexual conduct;
Retaliation	Retaliation. Adverse action taken against a person participating in a sex and gender-based discrimination report or investigation because of that participation.
Sex or 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.

Sexual Assault	<p>“Sexual assault” includes rape, sodomy, sexual assault with an object, fondling, incest, and statutory rape. The definitions of those acts follow: a. “Rape” is non-consensual vaginal or anal penetration of a person with a penis no matter how slight, including instances where the victim is incapable of giving consent because of their age or because of their incapacitation. b. “Sodomy” is non-consensual oral or anal penetration of another person, including instances where the victim is incapable of giving consent because of their age or because of their incapacitation. Examples of sodomy are non-consensual anal penetration with a tongue or finger or oral copulation (mouth to genital contact or genital to mouth contact), no matter how slight the penetration or contact. c. “Sexual assault with an object” is non-consensual vaginal or anal penetration with an object no matter how slight the penetration. d. “Fondling” is the touching of the breasts, buttocks, or genitals of another person for the purpose of sexual gratification without the consent of the victim, including instances where the victim is incapable of giving consent because of their age or because of incapacitation. Fondling can occur over or under clothing.</p>
Sexual Exploitation	<p>“Sexual exploitation” occurs when a person takes non-consensual or abusive sexual advantage of another for the person’s own advantage or benefit, or to benefit or advantage anyone other than the one being exploited, including but not limited to: i. 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), engaging in voyeurism; ii. knowingly transmitting an STI or STD to another individual without that individual’s knowledge; iii. intentionally or recklessly exposing one’s genitals for the purpose of sexual gratification; iv. inducing another to expose their genitals.</p>
Stalking	<p>“Stalking” means engaging in a course of conduct directed at a specific person that would cause a reasonable person to either fear for their safety or the safety of others; or suffer substantial emotional distress.</p>
Unwelcome Sexual Conduct	<p>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.</p>