

**University of Alaska Fairbanks Title IX Metrics
July 1, 2022 – June 30, 2023 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*	40		25	10	5					
Interfering Consensual Sexual Conduct										
Quid Pro Quo										
Retaliation	2			2						
Sex- or gender-based Discrimination	20		2	18						
Sexual Assault*	42		19	5	16	2	1	1		
Sexual Exploitation	2		2							
Stalking*	6	1		2	3					
Unwelcome Sexual Conduct	49		2	46	1					
Not Title IX Behavior	85		1	84						
Meets Requirements for Further Action (Total)						2				
TOTAL # WHERE RESOURCES/ REFERRAL WERE OFFERED	259									
									Major discipline/sanctions**	
									Minor discipline/sanctions**	
Closed within 180 days	242								<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		13								

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.

<p>Sexual Assault</p>	<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>
<p>Sexual Exploitation</p>	<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>
<p>Stalking</p>	<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>
<p>Unwelcome Sexual Conduct</p>	<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>



**University of Alaska Fairbanks- Title IX Brief
September 2023 Board of Regents Meeting**

Academic Year 2022- 2023

EFFORT	COMMENTS
<p>Outreach, Education and Prevention/Awareness Programming</p>	<p><i>Fall 2022 Activities</i></p> <ul style="list-style-type: none"> • Conducted Training Workshops/ Programmatic efforts around: <ul style="list-style-type: none"> ○ Title IX (Rights and Reporting) ○ VAWA ○ Sexual Health ○ Diversity & Inclusion ○ Accessibility ○ Substance Abuse and Resources ○ Campus Safety ○ Mental Health & Resources ○ Student Leadership <p><i>Spring/Summer 2023 Activities</i></p> <ul style="list-style-type: none"> • Conducted Training Workshops/ Programmatic efforts around: <ul style="list-style-type: none"> ○ Title IX (Rights and Reporting) ○ VAWA ○ Sexual Health ○ Diversity & Inclusion ○ Accessibility ○ Substance Abuse and Resources ○ Campus Safety ○ Mental Health & Resources ○ Student Leadership
<p>Training</p>	<p>Online, Zoom, and in-person training has been offered.</p> <p>Title IX Student Training Completion: 52% of UAF students completed training for FY 23.</p> <p>Title IX Employee Training Completion: 92% of UAF employees completed training for FY 23.</p>

	<p>Title IX Training Completed by Title IX Employees: Title IX staff training and training materials are posted online at: https://uaf.edu/equity/training.php</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 19, 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.</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. 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. 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 15, 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>Alaska EPSCoR, Alaska INBRE and UAF's Department of Equity and Compliance collaborated to provide an Implicit Bias and Hiring Workshop January 2023 statewide and beyond to all UA faculty, staff, and students, as well as collaborators, community partners and anyone else interested in the topic</p>

	<p>Title IX coordinator is a member of and meets monthly with the Fairbanks Prevention Alliance, Fairbanks Re-entry Coalition.</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, and UA HR. E&C also serves on the UAF CARE team and Clergy Team.</p> <p>The UAF Strategic Plan on Inclusive Excellence: (https://www.uaf.edu/diversity/) started year three of project execution in October 2022. 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, University Relations, and Student Affairs.</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. https://www.uaf.edu/nwc/outreach/shine-a-light.php</p>
<p>Challenges</p>	<p>Uncertainty with impending TIX regulations being released by the Biden Administration, anticipated for May 2023 and moved in October 2023.</p> <p>UA is in great need of updating UA Policy and University Regulation in several areas pertaining to protected classes and discrimination. These updates are pending the new Title IX rules release, but impact several areas not specific to sex- and gender-based issues (01.02, 01.04, 09.06, and 09.02)</p> <p>Staffing challenges: As we continue to see staffing challenges in ours and other Equity and Compliance Offices, it impacts UAF workloads.</p> <p>Current regulations requirements surrounding TIX proceedings have strongly discouraged participation by effected parties. Investigators have had difficulty in engagement with sexual harassment witnesses and complainants. These regulations also impede universities' ability to unilaterally address behavior.</p>

Successes	<p>Excellent Title IX training completion rates for employees at UAF.</p> <p>More inclusive and equitable practices are being implemented within the UAF Fire Department, supporting underrepresented and diverse students and employees in the field.</p> <p>Collaborations with faculty on proposals that have elements of DEI written into them.</p> <p>Strong coordination with CSRR to provide immediate CARE resources for VAWA related reports.</p> <p>Increased partnerships across units to provide meaningful trainings around TIX, diversity and equity issues, and advocacy.</p> <p>New opportunity to streamline processes and provide better services to University community. In July of 2023, we combined the Center for Student Rights and Responsibilities and Department of Equity and Compliance to form the Office of Rights, Compliance and Accountability. Recruitments ongoing for Executive Director, and Associate Directors.</p>
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