



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

Academic Year 2023 - 2024

EFFORT	COMMENTS
<p>Outreach, Education and Prevention/Awareness Programming</p>	<p><i>Fall 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 ● Alternatives to alcohol (SoBear Lounge) ● Self-Care programs ● Green Dot ● QPR – Question, persuade, refer (Suicide Awareness) <p><i>Spring 2024 Activities (scheduled to-date)</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 ● Alternatives to alcohol (SoBear Lounge) ● Self-Care programs ● Green Dot ● QPR – Question, persuade, refer (Suicide Awareness)

<p>Training</p>	<p>Online, Zoom, and in-person training has been offered.</p> <p>Title IX Student Training Completion: 51% of UAF students completed training as of January 22, 2024.</p> <p>Title IX Employee Training Completion: 93% of UAF employees completed training as of January 22, 2024.</p> <p>Title IX Training Completed by Title IX Employees: UAF ORCA E&C team trainings can be accessed 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 19, 2023. 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 the Green Dot training program.</p> <p>Everfi Alcohol Edu (3-year agreement): UAF is reinstating required training in for degree seeking residential students under 24 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. 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 Office of Rights, Compliance and Accountability website is in compliance with the new Federal rules on Title IX: https://www.uaf.edu/orca</p> <p>Rights Notification: All UAF students and employees received a rights notification via email on September 14, 2023. 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>Title IX coordinator is a member of and meets monthly with the Fairbanks Prevention Alliance, Re-entry Coalition and UAF CARE team.</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>The ORCA works closely with Student Affairs leadership team, Residence Life, UA Human Resources (UA HR) as well as many other departments at UAF. Bi-Weekly meetings are held with the Chancellor, Vice Chancellor for Student Affairs & Enrollment Management, the Provost, and UA HR. ORCA also leads compliance specific to the Clery and Drug Free Schools and Communities Act.</p> <p>ORCA participates in health carnivals, tabling events at the Wood Center (Central to campus life and involvement) and provides trainings and resources as requested by university departments.</p>
<p>Challenges</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>UA is in 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. Tentative the new federal rules will be released March 2024</p>

	Staffing challenges: Hiring and retaining staff continues to be a challenge.
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 students and employees in the field.</p> <p>UA TIX teams met in December to review policy and talk through challenges and possible solutions to overcome those challenges.</p> <p>UAF continues to increase briefings and training for programs, departments and committees to include Title IX.</p> <p>Process improvements implemented in Maxient is allowing for better communication through cases and faster transitions for case management.</p>