

## University of Alaska Southeast Title IX Metrics

July 1, 2023 – Dec 31, 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*	6		6							
Interfering Consensual Sexual Conduct										
Quid Pro Quo										
Retaliation										
Sex- or gender-based Discrimination	2			1	1					
Sexual Assault*	3		2		1					
Sexual Exploitation										
Stalking*	5		1	1	3					
Unwelcome Sexual Conduct	5			1	3	1		1		
Not Title IX Behavior	2		1	1						
<b>Meets Requirements for Further Action (Total)</b>						<b>1</b>				
<b>TOTAL # WHERE RESOURCES/ REFERRAL WERE OFFERED</b>	<b>23</b>									
									Major discipline/sanctions**	<b>0</b>
									Minor discipline/sanctions**	<b>0</b>
Closed within 180 days	<b>22</b>									
Closed after 180 days	<b>0</b>									

\* 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.

Pregnancy Accommodations	0
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## TITLE IX ACTION CLASSIFICATIONS DEFINED

<b>All reports</b>	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.
<b>Report assessed. No jurisdiction. Supportive measures offered.</b>	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.
<b>Report assessed. Possible policy violation, but not a Title IX policy violation. Referred to Student Conduct / HR. Supportive measures offered.</b>	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.
<b>Report assessed. Cannot proceed due to nonparticipation or insufficient evidence; case closed. Supportive measures offered.</b>	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.
<b>MEETS REQUIREMENTS FOR FURTHER ACTION</b>	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.
<b>Informal Resolution Process. Supportive measures offered.</b>	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.
<b>Investigation Ongoing. Supportive measures offered.</b>	Investigation is underway but has not been completed at time of reporting. Supportive measures are made available to the complainant and respondent.
<b>Investigation Complete: Respondent found not responsible. Supportive measures and remedies offered.</b>	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.
<b>Investigation Complete: Respondent found responsible. Supportive measures and remedies offered.</b>	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.

<b>Complicity</b>	“Complicity” is any act taken with the purpose of aiding, facilitating, promoting, or encouraging an act of sex or gender-based discrimination.
<b>Dating or Domestic Violence</b>	<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>
<b>Interfering Consensual Sexual Conduct</b>	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.
<b>Not Title IX Behavior</b>	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.
<b>Pregnancy Accommodations</b>	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.
<b>Quid Pro Quo</b>	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;
<b>Retaliation</b>	Retaliation. Adverse action taken against a person participating in a sex and gender-based discrimination report or investigation because of that participation.
<b>Sex or Gender-based Discrimination</b>	“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.
<b>Sexual Assault</b>	<p>“Sexual assault” includes rape, sodomy, sexual assault with an object, fondling, incest, and statutory rape. The definitions of those acts follow: a.</p> <p>“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</p>

	<p>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>
<b>Sexual Exploitation</b>	<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>
<b>Stalking</b>	<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>
<b>Unwelcome Sexual Conduct</b>	<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 Southeast Title IX Brief**

**July 1, 2023 – December 31, 2023**

**February 2024 Board of Regents Meeting**

<b>Effort</b>	<b>Comments</b>
<p><b>Outreach, Education and Prevention/Awareness Programming</b></p>	<p>Prevention activities for students are conducted in collaboration with the Dean of Students Office. Because of the leadership transition in the Office of Equity and Compliance (OEC), there was minimal programming during the Fall semester. When the new director began in September of 2023, she immediately attended numerous trainings and started doing outreach to students and employees.</p> <p>Some of the events OEC is looking forward to hosting in the spring semester include: Purple Thursday for Domestic Violence Awareness; Consent programming; and a Stalking Awareness Campaign. The OEC director has also planned to give training to Residence Life staff, new incoming students, and to employees who needed in-person trainings on Title IX policies.</p> <p>The OEC office is continuing to seek out a variety of local resources for Ketchikan, Sitka, and Juneau. Campus visits for Sitka and Ketchikan by the director are scheduled in February, and optional training will be offered while visiting.</p>
<p><b>Training</b></p>	<p>The OEC Director is available for in-person training throughout the year. The director did meet with employees who needed/requested in-person Title IX training to offer them the opportunities they sought.</p> <p><b>Title IX Student Training Completions:</b> 45% of UAS students completed UA Safe – Title IX training by December 31, 2023.</p> <p><b>Title IX Employee Training Completions:</b> 91% of UAS employees completed UA Safe – Title IX training by December 31, 2023.</p> <p><b>Title IX Training Completed by Title IX Employees:</b> A list of trainings and certifications for UAS Equity and Compliance staff can be found here: <a href="https://uas.alaska.edu/equity-and-compliance/contact.html">https://uas.alaska.edu/equity-and-compliance/contact.html</a>.</p> <p>In the Fall of 2023, the OEC Director participated in:</p> <ul style="list-style-type: none"> <li>- Title IX Coordinator Tier 2: Sex Discrimination Response, hosted by D. Stafford &amp; Associates</li> <li>- Time with IX: Sexual Assault &amp; Victimization of Vulnerable Populations, hosted by ATIXA</li> <li>- Informal Resolution Foundations for Higher Education, hosted by ATIXA</li> <li>- Pregnancy and Parenting under Title IX, hosted by Grand River Solutions</li> <li>- Managing Intake, Jurisdiction, and Dismissals, hosted by ATIXA</li> </ul>

	<ul style="list-style-type: none"> <li>- Sex-Based Harassment Foundations for Higher Education, hosted by ATIXA</li> <li>- Clery Coordinator Training, hosted by D. Stafford &amp; Associates</li> </ul> <p><b>Title IX Annual Training for Residence Life:</b> UAS Residence Life staff are offered in-person Title IX training in both the Fall and Spring semesters. Residence Life staff will be participating in Title IX training on January 10, 2024. The OEC director expects to host regular “coffee time” style events with Residence Life staff to answer questions, review definitions and reporting, and build relationships.</p>
<p><b>Title IX General Updates</b></p>	<p><b>Advocacy:</b> UAS community members can receive assistance from AWARE (Juneau), SAFV (Sitka), and WISH (Ketchikan). On campus confidential resources (Counseling Center) is available to all students.</p> <p><b>Rights:</b> Complainants are provided rights and resources immediately and respondents are offered resources at the time they are notified that a complaint was received and an investigation will occur.</p> <p><b>Website:</b> The UAS Office of Equity and Compliance website is regularly updated and can be found here: <a href="https://www.uas.alaska.edu/titleix/">https://www.uas.alaska.edu/titleix/</a>.</p> <p><b>Rights Notification:</b> The OEC expects to send students and employees a rights notification email twice every year. The next one is expected mid-February.</p>
<p><b>Community &amp; Campus Engagement</b></p>	<p>The OEC works collaboratively with university stakeholders.</p> <ul style="list-style-type: none"> <li>- OEC meets weekly with the Dean of Students Office.</li> <li>- OEC meets bi-weekly with Human Resources.</li> <li>- OEC meets weekly with the Protection of Minors Team.</li> </ul> <p>There was previously a Title IX Committee at UAS and there was been discussion of reinstating this Committee. The Committee is comprised of multiple community stakeholders (NAMI, Planned Parenthood, AWARE), UAS faculty, UAS staff, and UAS student representation.</p> <p>With the presence of a new OEC director, updated OEC posters have been distributed and posted throughout the Juneau campus and will be distributed in Ketchikan and Sitka in February.</p>
<p><b>Challenges</b></p>	<p><b>Staffing:</b> A transition in staffing occurred this year. The OEC hired a new Director/Title IX Coordinator in late September 2023. The UAS OEC office received significant support from UAA’s OEC office during the summer and early fall of 2023 with the UAA OEC director serving as Interim UAS OEC director until the new UAS OEC director was fully in place. The statewide OEC team continues to meet and collaborate often. Currently, there is a vacant</p>

	<p>Associate Director/Deputy Title IX position. This position is expected to be filled by February 2024.</p> <p><b>Policy:</b> The Department of Education is expected to release its new Title IX regulations later this year. When they do, UAS OEC will have to review and amend UA policy to remain in compliance.</p>
<p><b>Successes</b></p>	<p>The statewide OEC offices have developed a collaborative relationship, assisting one another amongst staff changes, as well as through identified conflicts of interest. In addition, assistance and guidance from General Counsel has been prompt, responsive, and helpful.</p> <p>The new director was able to receive appropriate trainings for her position soon after assuming the directorship and was able to gradually take on the full responsibilities of the position relatively quickly. She maintains a strong presence at UAS and is already well-connected with internal stakeholders and the liaisons at the community campuses.</p> <p>The Title IX website was evaluated and updated this fall to ensure that the appropriate information and links were available.</p>