



**Title IX Brief: 2023-2024 Academic Year
May 2024 Board of Regents Meeting**

Effort	Comments
<p>Outreach, Education and Prevention/Awareness Programming</p>	<p>Prevention activities for students are conducted in collaboration with the Dean of Students Office. Because of transition in the Office of Equity and Compliance (OEC) in the Fall and transition in the Dean of Students Office in the Spring, we have had minimal capacity for prevention programming. Over the summer, OEC will be collaborating with Student Affairs to plan for Green Dot bystander training during Fall 2024 Student Orientation and Convocation. UAS is also working to reassemble its Title IX Committee, which will engage in the planning and execution of prevention and awareness programming.</p> <p>OEC hosted a series of listening sessions throughout Spring 2024: February 12, 2024 – Student listening session February 23, 2024 – Student listening session cohosted with Residence Life February 28, 2024 – Resident Advisor Q&A and Title IX discussion March 28, 2024 – Staff listening session April 5, 2024 – Faculty listening session April 12, 2024 – Open house listening session for students and employees</p> <p>On March 29th, OEC attended an dialogue hosted by Wooch.Een, a student group that helps bridge the gap between academic and traditional Alaska Native knowledge, focused on Title IX and campus safety.</p> <p>OEC has created a list of action items from the feedback received throughout the listening session series. OEC is working closely with <u>Whalesong</u> (student newspaper) to publish monthly Title IX columns to increase communication with students. The first column was published in early April and another is expected in early May.</p> <p>We continue to seek out a variety of local resources for Ketchikan, Sitka, and Juneau to support the goals of the office.</p>
<p>Training</p>	<p>The OEC Director is available for in-person training throughout the year in addition to the virtual training provided by the system.</p> <p>Title IX Student Training Completions: 60% of UAS students completed UA Safe – Title IX training by April 29, 2024.</p> <p>Title IX Employee Training Completions: 90% of UAS employees completed UA Safe – Title IX training by April 29, 2024.</p> <p>Title IX Training Completed by Title IX Employees: A list of trainings and certifications for OEC staff can be found here: https://uas.alaska.edu/equity-and-compliance/contact.html.</p>

	<p>Title IX Annual Training for Residence Life: UAS Residence Life staff are offered in-person Title IX training in both the Fall and Spring semesters. Residence Life staff participated in Title IX training on January 10, 2024. We continue to engage with Residence Life staff to answer questions, review definitions and reporting, and build relationships.</p> <p>Spring Startup: The OEC Director conducted Title IX training for new and visiting students during Spring Startup on January 10, 2024.</p>
<p>Title IX General Updates</p>	<p>Advocacy: 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>Rights: 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>Website: We have added links to the Title IX website in various areas of the UAS homepage, including the footer. The UAS Office of Equity and Compliance website is regularly updated and can be found here: https://www.uas.alaska.edu/titleix/.</p> <p>Rights Notification: All UAS students and employees receive a rights notification email in the Fall.</p> <p>Staffing: With the new Associate Director/Deputy Title IX Coordinator in place (March 2024), the OEC is now fully staffed.</p>
<p>Community & Campus Engagement</p>	<p>The UAS OEC works collaboratively with university stakeholders.</p> <ul style="list-style-type: none"> - UAS OEC meets weekly with the UAS Dean of Students Office. - UAS OEC meets biweekly with UA Human Resources. - UAS OEC meets weekly with the statewide Protection of Minors Team. - UAS OEC collaborates regularly with UAA and UAF Clery Coordinators. - UAS OEC collaborates regularly with the UAS Residence Life team. - UAS OEC meets weekly and collaborates regularly with UAA and UAF Title IX Coordinators. - UAS OEC participates in biweekly all-staff meetings among the three MAUs. - UAS OEC meets with UA legal counsel biweekly and as needed to clarify/update policies and procedures. <p>OEC is working with staff and faculty to reinstate the UAS Title IX Committee. The Committee will be comprised of multiple community stakeholders (NAMI, Planned Parenthood, AWARE), UAS faculty, UAS staff, and UAS students.</p>

	<p>New OEC posters were distributed throughout the Juneau, Ketchikan, and Sitka campuses in February to provide updated information about who to contact for Title IX issues. We are working to create additional outreach materials and reference guides over the summer months.</p>
<p>Challenges</p>	<p>Staffing: The OEC hired a Director/Title IX Coordinator in late September 2023 and an Associate Director/Deputy Title IX Coordinator in March 2024. In April 2024, the Department of Education issued its new Title IX regulations, which significantly expand jurisdiction over sex-based discrimination. We are expecting an increased caseload, which may become a staffing challenge when considering the OEC Director’s Protection of Minors and Clery compliance responsibilities.</p> <p>Policy and Regulation: All Title IX Coordinators will work alongside General Counsel and stakeholders this summer to revise Board of Regents’ Policy and Regulations. BOR Policy must be in compliance with the new federal regulations by August 1, 2024. This is a significant undertaking as the new regulations are about 70% different from the 2020 regulations on which our current policy is based.</p> <p>Training: The new federal regulations require that all employees be trained in Title IX. While we strive for this now, it is presently not a federal requirement. UA Title IX training for employees must be updated to reflect the new regulations and available to employees by or before August 1, 2024.</p> <p>Conduct that occurred prior to August 1, 2024 must still be assessed and processed under the 2020 regulations. This will require Title IX Coordinators to remain trained and current on the previous regulations as well as the current ones.</p>
<p>Successes</p>	<p>The statewide OEC offices have developed a collaborative relationship, assisting one another amongst staff changes, as well as helping when conflicts of interest are identified. This Spring we instituted bimonthly all staff meetings among the three MAUs. These meetings began as a space to discuss Maxient (student conduct software) usage and assure that all three MAUs are using Maxient in a way that is consistent. The meetings have now evolved to include discussions of broader issues and processes, maintaining the focus on consistency among MAUs.</p> <p>Title IX teams met in person in Anchorage in December 2023 to work through challenges in our offices and brainstorm possible solutions to overcome those challenges. An additional statewide meeting of the Title IX teams will take place in Juneau in May. This gathering will focus solely on the new Title IX regulations, specifically updating BOR policy and regulation to bring those in compliance with federal regulation.</p> <p>Communication by the UAS OEC staff with students and employees has increased significantly since the new Director/Title IX Coordinator started in</p>

	<p>her role in September 2023. The OEC staff has also increased communication with complainants and respondents so that they are regularly briefed on the status of the Title IX processes in which they are involved.</p>
--	--