

**University of Alaska Anchorage Title IX Brief**  
**Academic Year 2020-2021**  
**September 2021 Board of Regents Meeting**

Effort	Comments																				
<p><b>Outreach, Education and Prevention/Awareness Programming</b></p>	<p>Title IX Prevention activities at UAA are organized primarily through the Dating Violence Sexual Assault Coalition (DVSA,) the LGBTQ2IA+ Steering Committee and Student Life and Leadership. Previous to 2020, there was a Prevention and Education Coordinator within the Office of Equity and Compliance that assisted in the leadership and organization of these events. Since the removal of that position from OEC, OEC's involvement in prevention has evolved as a result. For the upcoming academic year, OEC will be involved in prevention activity through participation in workgroups, data sharing and collaboration with university stakeholders.</p> <p>Student Life and Leadership organized a number of events throughout February to celebrate Black History Month, March to celebrate Women's History Month, and June to celebrate Pride Month.</p>																				
<p><b>Training</b></p>	<p><b>Title IX Student Training Completion:</b>  75% of UAA students completed training by May 21, 2021, compared to 72% for the Fall semester.</p> <table border="1" data-bbox="560 1108 1084 1297"> <tbody> <tr> <td>Anchorage</td> <td>77%</td> </tr> <tr> <td>Kenai Peninsula College</td> <td>61%</td> </tr> <tr> <td>Kodiak College</td> <td>65%</td> </tr> <tr> <td>Matanuska-Susitna College</td> <td>39%</td> </tr> <tr> <td>Prince William Sound College</td> <td>56%</td> </tr> </tbody> </table> <p><b>Title IX Employee Training Completion:</b>  87% of UAA employees completed training by May 21, 2021, in comparison to 77% for the Fall semester.</p> <table border="1" data-bbox="560 1480 1084 1669"> <tbody> <tr> <td>Anchorage</td> <td>87%</td> </tr> <tr> <td>Kenai Peninsula College</td> <td>88%</td> </tr> <tr> <td>Kodiak College</td> <td>80%</td> </tr> <tr> <td>Matanuska-Susitna College</td> <td>77%</td> </tr> <tr> <td>Prince William Sound College</td> <td>73%</td> </tr> </tbody> </table> <p><b>Title IX Training Completed by Title IX Employees:</b>  There has not been any additional Title IX training since the last Title IX Brief. OEC Director completed two leadership programs; one through the</p>	Anchorage	77%	Kenai Peninsula College	61%	Kodiak College	65%	Matanuska-Susitna College	39%	Prince William Sound College	56%	Anchorage	87%	Kenai Peninsula College	88%	Kodiak College	80%	Matanuska-Susitna College	77%	Prince William Sound College	73%
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	<p>National Center for Professional Research Ethics and the other through the Higher Education Resource Services.</p> <p>A new Civil Rights Investigator was hired and began employment on June 15, 2021. Title IX training is being scheduled, following his on campus onboarding plan.</p> <p><b>Title IX Annual Training for Residence Life:</b> In person Title IX training is scheduled for RA staff on August 12, 2021. The new OEC Civil Rights Investigator met with Residence Life as part of the onboarding plan for his position.</p> <p><b>Title IX In Person Training:</b> In person Title IX training is available upon request to UAA employees and staff. Currently, there are in person trainings scheduled with the UAA Cabinet, Deans and Campus Directors, University Advancement, College of Health and for New Faculty Orientation.</p>
<p><b>Title IX General Updates</b></p>	<p><b>Advocacy</b> UAA’s contract with Standing Together Against Rape (STAR) ended in June 2021, and is in the process of redeveloping a new contract. The Student Health and Counseling Center continues to be an on campus confidential resource to students.</p> <p><b>Rights:</b> 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 an investigation or informal resolution process begins.</p> <p><b>Counseling:</b> 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><b>Website:</b> The UAA Department of Equity and Compliance website is continuing to be updated in accordance with the new federal rules.</p> <p><b>Rights Notification</b> All UAA students and employees received a rights notification on September 14, 2020. Affiliation agreements and MOU/MOA’s include language of nondiscrimination expectations.</p>
<p><b>Community &amp; Campus Engagement</b></p>	<p>Members of the Office of Equity and Compliance currently participate in the following workgroups and initiatives:</p> <ul style="list-style-type: none"> <li>● Protection of Minors Committee</li> <li>● LGBTQ2IA+ Steering Committee</li> <li>● Clery Committee</li> </ul>

	<ul style="list-style-type: none"> <li>● Diversity Action Council</li> <li>● Alaska Native Success Initiative</li> </ul> <p>OEC continues to meet quarterly with the satellite campus Title IX liaisons</p> <p>OEC Director met with the APU Title IX Coordinator on August 6, and is developing a relationship for ongoing collaboration.</p>
<p><b>Challenges/Success</b></p>	<p><b>OEC Staff</b></p> <p>The newest member of OEC, the Civil Rights &amp; Title IX Investigator began on June 15, 2021 and continues in the onboarding process. While the turnover continues to be a challenge with the investigator position, the leadership of OEC has remained stable since 2018. The UAA OEC team consists of the Director/Coordinator, Deputy Coordinator and the Investigator. With the change of make up of the office, (5 positions in 2019 to 3 positions in 2021,) there is an adjustment to the work that can be done by the OEC. With less staff, the greatest impact has been on prevention work and the provision of trainings.</p> <p><b>Federal Rules/Policy</b></p> <p>As the federal rules change, so do the needs to policy at the university. Changes in practice impact time and processing of reports and investigations, as well as the expertise and confidence level. With new policy, written protocol and templates are still needed. There is a need for an onboarding process at the Title IX Coordinator level to ensure that incoming Title IX leadership has the necessary resources and information.</p> <p><b>Collaborations/Partnerships</b></p> <p>OEC continues to have strong ongoing partnerships with key stakeholders such as Residence Life, UPD, Dean of Students and HR. With a variety of new leadership at the university, including Deans and Directors, a plan is in development to ensure consistent communication and information sharing. New partnerships and collaborations, such as with STAR and Alaska Pacific University.</p> <p>The collaboration and positive relationship between the UAA/UAF/UAS OEC offices has continued to be a strong asset and resource.</p>

**University of Alaska Anchorage Title IX Metrics  
July 1, 2020 – June 30, 2021 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*	17		10		7					
Interfering Consensual Sexual Conduct										
Quid Pro Quo										
Retaliation	3			2	1					
Sex- or gender-based Discrimination	20		1	11	5	3	1		1	1
Sexual Assault*	14		11		3					
Sexual Exploitation	1				1					
Stalking*	4		2		2					
Unwelcome Sexual Conduct	23		3	9	11					
Not Title IX Behavior	38		3	20	12	3	2			1
<b>Meets Requirements for Further Action (Total)</b>						<b>6</b>				
<b>TOTAL # WHERE RESOURCES/ REFERRAL WERE OFFERED</b>	<b>120</b>									
									Major discipline/sanctions**	<b>1</b>
									Minor discipline/sanctions**	<b>0</b>
Closed within 180 days	<b>114</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.

Closed after 180 days	6	
Pregnancy Accommodations		5

## 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>	“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

	<p>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>