
















**University of Alaska Fairbanks Title IX Compliance Scorecard**  
**Academic Year 2018-19**  
**September 2018 Board of Regents Meeting**




**Voluntary Resolution Agreement Compliance Status**

Action Item	Task	UAF Status	OCR Status	Comments
<b>A.1.</b>	Defined responsibilities, oversight and annual training requirements for the Title IX Coordinators. <i>Reporting Deadline: September 1, 2018</i>		<b>!</b>	2017- Submitted 2018- Deadline pending
<b>A.2</b>	Designated System Senior Title IX Coordinator conducting monthly reviews of all complaints of sex-gender based discrimination and providing corrective action as needed. <i>Reporting Deadline (Sr TIX Admin) May 1, 2017; (Review complaints) December 30, 2018</i>		<b>!</b>	2017- Submitted 2018- Deadline pending
<b>A.3.</b>	Statewide Title IX taskforce comprised of employees with Title IX compliance responsibilities, to meet monthly. <i>Reporting Deadline: December 30, 2018</i>		<b>!</b>	2017- Submitted 2018- Deadline pending
<b>A.4.</b>	All relevant publications will include the title, office address, e-mail address and telephone number of the universities' Title IX Coordinator. <i>Reporting Deadline: September 1, 2017</i>		<b>#</b>	This was a one-time submission (9/1/17), pending review by OCR.
<b>B</b>	The System will revise and publish a single notice of nondiscrimination consistent with the regulation implementing Title IX. <i>Reporting Deadline: May 1, 2017; Provide documentation September 17, 2017.</i>		<b>#</b>	On 6/21/2017, OCR approved UA's new nondiscrimination statement. Publication is still under review by OCR. This was a one-time submission (9/1/17).
<b>C</b>	The System will revise policies and procedures that address complaints of sex discrimination. <i>Reporting Deadline: May 1, 2017 and 90 days after OCR approval</i>		<b>#</b>	6/01/17 UA Board of Regents adopted policy.  6/29/17 UA adopted regulations.

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D.1.	Ensure that Title IX training requirements be received by the senior Title IX administrator, the coordinators, and all other employees involved in processing, investigating, adjudicating, and/or resolving complaints of sex discrimination <i>Reporting Deadline: June 17, 2017</i>		#	6/12/17 System training completed with training from the Association of Title IX Administrators (ATIXA). This was a one-time reporting requirement (6/17/17).  Title IX Training will be provided on August 17, 2018 and no later than August 31 for those that are not in attendance.
D.2.	Title IX and Residence Life will develop a protocol for ensuring Residence Life staff report and refer complaints involving sex discrimination to the Title IX office within 24 hours and ensure that Residence Life staff are trained on Title IX at the beginning of each academic year. <i>One-time reporting deadline: September 1, 2017</i>		!	5/01/17: Protocol established.  Residence Life Professional Staff Trained: 6/12/17, received a briefing on 7/31/18 and full training on 8/6/18.  Resident Assistants trained: 8/19/17 and 8/17/18.
D.3.	Provide annual training to all employees responsible for recognizing and reporting incidents of sexual discrimination. <i>Reporting Deadline: December 30, 2017</i>		#	6/30/17: UAF updated the Chancellor's mandatory training policy to incorporate this expectation. 91% of UAF employees trained. The next training cycle begins 7/1/18.
E	Provide annual training to all students on how to recognize and prevent sex and gender-based discrimination. <i>Reporting Deadline: December 30, 2017</i>		#	UAF adopted the annual training requirement for students in Fall 2016.  83% of students in the cohort trained. New training cycle started on 7/1/18.

				100% of all returning athletes completed Athletics specific Title IX training in Spring 2018.
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<b>F</b>	Revise existing materials or develop new materials to be distributed to students and employees for general education purposes, and broadly distribute and make these materials accessible and readily available. <i>Reporting Deadline: May 1, 2017 and 45 days after OCR approval</i>		#	This was a one-time submission (5/1/17), pending OCR response.
<b>G</b>	Establish student committees composed of a cross section of the university community to identify and recommend strategies to ensure that students understand their rights under Title IX and resources available to them. <i>Reporting Deadline December 30, 2017</i>		#	UAF Student Title IX Advisory Committee meets monthly during the academic year. UAF Title IX Coordinator and Student Government President meet bi-weekly. The student Title IX committee provided strategies to the Chancellor and Title IX Coordinator by the 12/30/17 deadline.  Actions were taken on recommendations to include website changes, classroom discussions and marketing material changes.
<b>H</b>	Conduct a climate check annually with students to assess the effectiveness of steps taken to comply with the Voluntary Resolution Agreement and progress towards the goal of campuses free of sex discrimination, in particular sexual harassment and sexual violence. <i>Reporting Deadline: December 30, 2019</i>		#	A statewide student Climate Survey was conducted in October 2017. Results were published in May 2018. The next Climate Survey is scheduled for Spring 2019 with reporting to OCR June 30, 2019.

Action Item	Task	UAF Status	OCR Status	Comments
I	<p>Develop Memorandums of Agreement or Understanding with local law enforcement to improve communication and coordinator and to address the protocols and procedures for referring allegations of sexual violence, sharing information, and conducting contemporaneous investigations.</p> <p><i>Reporting Deadline: May 1, 2017</i></p>		#	<p>One-time reporting deadline (5/1/17). 2016 MOAs are in place with: Alaska State Troopers, Dillingham Public Safety, North Pole Police Department, Fairbanks Police Department, Fairbanks International Airport Police and Fire Department. Letters to law enforcement agencies were sent on 4/23/2017 to the Chiefs of Police at: Alaska State Troopers, Dillingham Public Safety, North Pole Police, Fairbanks Police, Fairbanks International Airport Police, Nome, Kotzebue and Bethel.</p> <p>April 2018 met with Dillingham Police to connect and share information about Title IX. August 31, 2018 visit with Bethel Police. TIXC attends monthly Sexual Assault Response Team meetings and shares information on Title IX at UAF.</p>
J	<p>Provide written notice or information sessions to all students participating in internships, clinical programs, or other off-campus programs regarding their rights under Title IX, and provide information to the entities hosting our students regarding our prohibition of</p>		!	<p>Partial implementation Fall 2017, full implementation Spring 2018. 2017- Submitted 2018- Deadline pending</p>

	sex and gender-based discrimination against our students while in placement at their organization. <i>Reporting Deadline: December 30, 2018</i>			488 UAF students were provided this document in AY17-18.
Action Item	Task	UAF Status	OCR Status	Comments
<b>K</b>	Reassess complaint files from AY 2011-12, 2012-13, 2013-14 and 2014-15 as identified by OCR. Take action to redress as assessed and approved by OCR. <i>Reporting Deadline: May 1, 2017 and 20 days after OCR approval</i>		#	There are no additional reporting requirements. Pending OCR review.
<b>L</b>	Review sexual harassment and violence complaints made during the 2015-16 academic year. <i>Reporting Deadline: December 1, 2017</i>		#	There are no additional reporting requirements. Pending OCR review.
<b>M</b>	Submit complete copies of files for all complaints received during the academic year. <i>Reporting Deadline: December 30, 2018</i>		!	Ongoing. 2017- Submitted 2018- Deadline pending

### Other Title IX Priorities

Task	Comments
<b>Unified Tracking System</b>	UAF has tracked all cases in Maxient since 2016.
<b>UAF Prevention and Awareness Programs</b>	Late Summer/ Fall Activities: <ul style="list-style-type: none"> <li>• Safe Zone Training for Financial Aid - LGBTQ+ awareness</li> <li>• Safe Zone Training for Resident Assistants (RAs) &amp; Orientation Leaders</li> <li>• Green Dot Overview for Resident Directors (RDs)</li> <li>• Green Dot Bystander Training at Toolik Field Station</li> <li>• QPR Suicide Prevention Training for RAs</li> <li>• Diversity &amp; Inclusion Training for RAs</li> <li>• Behind Closed Doors-Practiced how to respond to a Sexual Assault Survivor and other Title IX related scenarios</li> <li>• RA training on confrontation &amp; De-escalation and spotting concerns</li> <li>• Overview of Crisis Response/Duty for RDs</li> <li>• Residence Life staff in-service on Title IX and Respectful Workplace and Bullying</li> </ul>

	<ul style="list-style-type: none"> <li>• Chillin &amp; Grillin with Consent</li> <li>• Pizza and Police</li> <li>• Title IX and You: New Student Orientation</li> <li>• New Student Orientation Safety Panel: discussion for parents and students</li> <li>• Title IX training for Fire Science students and CTC faculty, staff and adjuncts</li> <li>• Diversity/ Title IX briefing for Civil Engineering department, School of Management faculty and Office of Information Technology staff</li> <li>• Athletic specific Title IX training mandatory for UAF athletes and athletics staff</li> <li>• TIXC and UAF Athletics partnership on a Mentoring and Life Skills Curriculum piece of the Nanook Student-Athlete Academic Success Center</li> <li>• Sexual Health Resource Fair</li> <li>• Afrosexology Sex+ Trivia at The Pub</li> <li>• Building Your Ideal Love Life Workshop by Afrosexology</li> <li>• Safe Zone Training for Ally Week</li> <li>• National Collegiate Alcohol Awareness Week Activities</li> </ul>
<p><b>UAF Complainant and Respondent Support</b></p>	<ul style="list-style-type: none"> <li>• Advocacy: UAF has contracted with the Interior Alaska Center for Non-Violent Living to offer the on-campus Resources and Advocacy Center with services available 24/7 specifically for complainants. The advocates will assist respondents and provide resources, as appropriate.</li> <li>• 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.</li> <li>• Counseling: Utilized by both complainants and respondents. Student Health and Counseling Center or Employee Assistance Program are offered as appropriate for their role on campus.</li> <li>• Complainants are provided rights and resources immediately after a complaint is received. Respondent will receive rights and resources at the time they are notified that a complaint was received and an investigation will occur.</li> <li>• ASUAF Student Ombudsman available to both complainant and respondent.</li> </ul>

# University of Alaska Fairbanks Title IX and VAWA Metrics

## July 1, 2017 – June 30, 2018 Summary

Reference point: percentage of students living in university housing = 14.7%

Initial assessment by TIX and classified as: (see following pages for description)	ALL REPORTS	Report assessed. No jurisdiction. Interim measures offered.	Report assessed. Possible policy violation, but not a Title IX policy violation. Referred to Student Conduct / HR. Interim measures offered.	Report assessed. Cannot proceed due to nonparticipation or insufficient evidence; case closed. Interim measures offered.	MEETS REQUIREMENTS FOR FURTHER ACTION (Subtotal)	Informal resolution process. Interim measures offered.	Investigation ongoing. Interim measures offered.	Investigation complete: Respondent found not responsible. Interim measures offered.	Investigation complete: Respondent found responsible. Interim measures and remedies offered.	
Sexual or Gender-based Discrimination	10	0	6	2	2	0	2	0	0	
Sexual Harassment	63	4	27	26	6	1	2	1	2 (1 sanction pending)	
Sexual Assault	35	10	1	22	2	0	2	0	0	
Sexual Exploitation	8	1	1	4	2	0	2	0	0	
Sexual Contact	7	0	0	4	3	0	2	0	1	
Dating or Domestic Violence*	27	20	1	6	0	0	0	0	0	
Stalking*	9	0	7	2	0	0	0	0	0	
Retaliation	5	0	3	2	0	0	0	0	0	
Not Sexual or Gender Based Behavior	54	16	35	3	0	0	0	0	0	
Meets Requirements for Further Action (Total)					<b>15</b>	1	10	1	3	
<b>TOTAL # WHERE RESOURCES/REFERRAL WERE OFFERED</b>	<b>218</b>									
									Major discipline/sanctions**	<b>1</b>
									Minor discipline/sanctions**	<b>1</b>
Closed within 60 days	<b>197</b>									
Closed after 60 days	<b>11</b>									
Pregnancy Accommodations	<b>7</b>									

*Note: The table above contains data from all UAF campuses, including those campuses that have on-campus housing and those that do not. The percentage of students living in university housing is included to track by university a possible correlation with the number of reports.*

\*Violence Against Women Act (VAWA) violations  
 \*\*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.

## TITLE IX ACTION CLASSIFICATIONS DEFINED

<b>All reports</b>	This number represents all reports assessed by the Title IX office during this time. Reports are received through an online form, in person, by email, phone or other method.
<b>Report assessed. No jurisdiction. Interim measures offered.</b>	Jurisdiction provides the authority to investigate. Jurisdiction depends on a number of factual elements include 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. Interim 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. Interim measures offered.</b>	Reports to the Title IX office may include a single comment of sexual nature. While inappropriate, this does not rise to the level of a Title IX violation. In these cases, interim measures are made available to the complainant and the issue is forwarded to the appropriate department for action.
<b>Report assessed. Cannot proceed due to nonparticipation or insufficient evidence; case closed. Interim 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 done to assess whether the University must proceed despite the victim's wishes. Factors include involvement of a pattern of offenses, predation, force, or a minor. In other cases, investigation may not be possible due to insufficient evidence to proceed with an investigation. Interim 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, are a Title IX allegation, and the complainant supports investigation or the Gatekeeper analysis requires investigation.
<b>Informal resolution process. Interim 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. Interim measures are made available to the complainant and respondent as appropriate.
<b>Investigation ongoing. Interim measures offered.</b>	Investigation is underway but has not been completed at time of reporting. Interim measures are made available to the complainant and respondent.
<b>Investigation complete: Respondent found not responsible. Interim 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. Interim measures are made available to the complainant and respondent.
<b>Investigation complete: Respondent found responsible. Interim 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. Interim measures and remedies are made available to the complainant, and interim measures offered to the respondent.



## INITIAL ASSESSMENT CLASSIFICATIONS DEFINED

<b>Sexual or Gender-based Discrimination</b>	In general, sex or gender-based discrimination refers to being adversely treated or affected, either intentionally or unintentionally, in a manner that unlawfully differentiates or makes distinctions on the basis of an individual’s sex or gender. Examples of discrimination can include: a. Singling out or targeting an individual for different or adverse treatment because of that individual’s sex or gender; or b. Unlawfully denying employment or participation by an individual in a university program or activity because of that individual’s sex or gender; or c. Terminating or removing an individual from employment or an educational program because of that individual’s sex or gender.
<b>Sexual Harassment</b>	Sex or gender-based harassment. This includes, but is not limited to, unwelcome sexual advances, requests for sexual favors, unwanted and repetitive messages of a sexual nature, unsolicited and unwelcome transmission of images of a lewd or sexual nature, or other verbal or physical conduct of a sexual nature where: a. submission to such conduct is made, either explicitly or implicitly, a term or condition of an individual’s employment or education; or b. submission to or rejection of such conduct by an individual is used as the basis for retaliation, or for other employment or academic decisions affecting that individual; or c. the conduct creates a hostile environment.
<b>Sexual Assault</b>	“Sexual assault” includes non-consensual vaginal penetration by a penis, object, tongue, or finger; anal penetration by a penis, object, tongue, or finger; and oral copulation (mouth to genital contact or genital to mouth contact), no matter how slight the penetration or contact.
<b>Sexual Exploitation</b>	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: a. invasion of sexual privacy, prostituting another person, non-consensual video or audio-taping of sexual activity, going beyond the boundaries of consent (such as secretly letting others watch consensual sex), engaging in voyeurism; b. knowingly transmitting an STI or STD or HIV to another individual without his or her knowledge; c. intentionally or recklessly exposing one’s genitals for the purpose of sexual gratification; d. inducing another to expose their genitals; or e. sexually-based stalking and/or bullying.
<b>Sexual Contact</b>	“Sexual contact” includes contact with the breasts, buttock, groin, or genitals, or touching another with any of these body parts, or making another touch themselves with or on any of these body parts; or any other intentional bodily contact of a sexual nature. Sexual contact includes contact through clothing. Sexual contact does not include normal caretaker responsibilities.
<b>Dating or Domestic Violence</b>	A pattern of coercive, controlling behavior in which one intimate partner uses physical violence, coercion, threats, intimidation and emotional, sexual, psychological, digital or economic abuse to control and change the behavior of the other partner.  Domestic violence is not by definition conduct of a sexual nature. As a result, domestic violence is not sexual harassment unless it includes some other sexual conduct. Some examples of domestic violence that is sexual in nature would be: Domestic violence occurring as a result of one partner denying another sex; Domestic violence occurring because a partner had sex with another person; Domestic violence occurring in conjunction with serious sex stereotyping.
<b>Stalking</b>	Repetitive and/or menacing pursuit, following, or interference with the peace and/or safety of an individual(s).

	Stalking is not by definition conduct of a sexual nature. As a result, stalking is not sexual harassment unless it includes some other sexual conduct. An example of stalking that is sexual in nature would be stalking occurring when a sexual relationship has ended and the respondent is excessively texting, calling and following the complainant requesting to continue their sexual relationship.
<b>Retaliation</b>	Retaliation. Adverse action taken against a person participating in a sex or gender-based discrimination report or investigation because of that participation.
<b>Not Sexual or Gender Based Behavior</b>	Reports determined to be either not sexual or gender-based in nature. In these cases, interim 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 accommodation 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.