



**University of Alaska Fairbanks- Title IX Brief
November 2022 Board of Regents Meeting**

Academic Year 2022-2023

EFFORT	COMMENTS
<p>Outreach, Education and Prevention/Awareness Programming</p>	<p><i>Fall 2022 Activities</i></p> <ul style="list-style-type: none"> • Title IX training for students and employees • New Student Orientation Safety Panel • Implicit Bias Training • Diversity, Equity, Inclusion and Accessibility (DEIA) Training Program for employees • Culture of Respect training for students • Equity and Compliance Accessibility briefing- Staff Council • Wheel of Misfortune: Student Alcohol Education Program • The Price is Too High: Risky Behavior and Student Conduct • Campus Security Authority Training • Minors on Campus Training- ResLife staff • Mental Health First Aid- ResLife staff • Safe Zone- ResLife staff • Diversity Training- ResLife staff • Bystander Intervention- ResLife staff • Nanook Care • Suicide Prevention Week activities • QPR Suicide Prevention Training • Racism and Marginalization Workshop • Indigenous Peoples Day • Gender Inclusion 101 • LGBTQ+ History Month Activities • Gay-mer Night • Queer Shopping Night • Indigenizing Pedagogy Workshop- E&C Inclusive Excellence • Respectful Workplace Training • Student CARE Team- weekly meetings for student resource assistance and crisis management

<p>Training</p>	<p>Online, Zoom, and in-person training is offered.</p> <p>Title IX Student Training Completion: 30% of UAF students completed training by October 7, 2022.</p> <p>Title IX Employee Training Completion: 61% of UAF employees completed training by October 7, 2022.</p> <p>Title IX Training Completed by Title IX Employees: UAF Equity and Compliance’s Title IX focused staff were trained on Clery March 29-31, 2021, the new Federal rules in June 2020 by ATIXA, attended Grand River Solutions’ training on October 2020, ATIXA Investigator 3B October 2020, and ATIXA Webinar on Severe, Pervasive and Objectively Offensive December 2020. Staff attend ATIXA ongoing webinar discussions to stay current. Title IX staff training and training materials are posted online 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, 2022. 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 using the Bringing in the Bystander training program. ResLife staff received training on August 22, 2022.</p> <p>Everfi Alcohol Edu (3-year agreement): UAF has reinstated required training in Spring 2023 for degree seeking residential students under 27 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. The UA Employee</p>

	<p>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 Department of Equity and Compliance website is in compliance with the 2020 Federal rules on Title IX: https://www.uaf.edu/equity/</p> <p>Rights Notification: All UAF students and employees received a rights notification via email on September 15, 2022. Students will receive a second notification in Spring 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.</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>Title IX Coordinator is collaborating with Fairbanks community partners and One Health to host a Resiliency Conference February/March 2023.</p> <p>The UAF E&C works closely with Center for Student Rights and Responsibilities (CSRR), Residence Life, UA Human Resources (UA HR) as well as many other departments at UAF. Bi-weekly meetings are held with the Vice Chancellor for Student Affairs, the Provost, CSRR, UAF Fire Chief, and UA HR. Monthly meetings are scheduled with ASUAF, Residence Life, UAF Police Chief, Chief Human Resources Officer and the Interior Alaska Center for Non-Violent Living (victim advocate).</p> <p>The UAF Strategic Plan on Inclusive Excellence: (https://www.uaf.edu/diversity/) started year two of project execution in October 2021. Individuals participating are from Admissions, Alaska Native Studies and Rural Development, Alumni Relations, Athletics, Biomedical Learning and Student Training Program, College of Engineering and Mines, College of Fisheries and Ocean Sciences, College of Liberal Arts, Foundation, eCampus, Geophysical Institute, governance groups, Graduate School, Grants and Contracts Administration, Nanook Diversity and Action Center, Northwest Campus, Office of Information Technology, School of Education, Student Support Services, UA Human</p>

	<p>Resources, UAF Police Department, University Relations, Student Affairs, Water and Environmental Research Center, students: undergraduate and graduate, Blossom House, community advocate for individuals with disabilities, Fairbanks Diversity Council, First Alaskans Institute, and Interior Alaska Center for Non-Violent Living.</p> <p>Shine a Light- Promoting Conversation on Diversity: The Northwest Campus, in partnership with UAF Equity and Compliance and Nanook Diversity & Action Center host monthly discussions to encourage understanding, build empathy, and engage us all in thinking critically about our world views.</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. This continues to be a challenge into AY 2023.</p> <p>Staffing changes: UAF is currently recruiting for investigator positions.</p>
<p>Successes</p>	<p>Increased awareness and understanding of pregnancy and parenting rights under Title IX. See brochure: https://www.uaf.edu/equity/files/Pregnancy-and-Nursing-Brochure-05-2022.pdf</p> <p>Increase in briefings and training for programs, departments and committees on DEIA- related topics to include Title IX.</p>