



**University of Alaska Fairbanks- Title IX Brief
May 2023 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"> • Student Leadership Institute • Title IX and You Training- New Student Orientation • Title IX Training • Suicide Prevention Week Activities <ul style="list-style-type: none"> ○ QPR Prevention Training ○ Memorial Wall • Nanooks Care • Wheel of Misfortune Alcohol Awareness Education • The Price is Too High- Drug/Alcohol/ Risky Behaviors and Student Conduct) • Campus Security Authority Training • Minors on Campus Training • Mental Health First Aid Training • Tie Dyeversity • Equity and Compliance Training • Sexual Health Carnival • Disability Services Virtual Conference • Opioid Overdose Prevention • Healthy Relationships- setting healthy boundaries • Racism and Marginalization Workshop • National Voter Registration Day • Safe Zone • Gay-mer Night • Queer Shopping Night • Latin X Trivia • LGBTQ+ Trivia • Native American/ Alaska Native Trivia Night • LGBTQ+ History and History in Alaska • Gender Inclusion 101 Training • National Collegiate Alcohol Awareness Week Activities • International Pronouns Day • Rainbow Disco • Bringing in the Bystander Training

- Klondike Drag at the Pub
- Transgender Day of Remembrance
- Club Q Memorial
- Polar Grizz Bearding Competition
- Relaxation Stations
- International Human Rights Day
- Condom Week- Consent Fest/ Sexual Responsibility Fair
- DEIA Training
- Implicit Bias Training
- Accessibility Briefing- Staff Council
- Respectful Workplace Training
- Decolonizing the Curriculum: An Indigenous Perspective with Dr. Michael Yellowbird
- Shine a Light Speaker Series- monthly topic

Spring 2023 Activities

- DEIA: Dare to be Prepared Training (Consent, Healthy Relationships, Alcohol, DEIA, Gender Inclusion, etc.)
- Implicit Bias and Hiring- EPSCOR/ INBRE's IGNITE Workshop
- MLK Day Celebration/ AK Civil Rights Day
- Implicit Bias Workshop
- Human Trafficking Awareness Month Activities
- One Love Workshop
- Sex in the Dark
- Valentine's Day Bingo
- Erika Heart Guest Speaker- Sexuality Educator
- Gender Inclusion 101 Training
- Condom Week- Consent Fest/ Sexual Responsibility Fair
- Safe Zone Training
- International Women's Day Tabling Event
- QPR Suicide Prevention Training
- Pride Week at UAF
- Autism Awareness Tabling
- Lavender Graduation
- Trailblazer Graduation
- Inclusive Excellence Awards
- Bringing in the Bystander Training
- Wounded Warrior Project
- Shine a Light Speaker Series- monthly topic
- Black History Month film series
- Women In Engineering
- Elizabeth Peratrovitch Day celebration
- Microaggression training
- Seeking safety workshops

<p>Training</p>	<p>Online, Zoom, and in-person training has been offered.</p> <p>Title IX Student Training Completion: 52% of UAF students completed training by May 12, 2023.</p> <p>Title IX Employee Training Completion: 92% of UAF employees completed training by May 12, 2023.</p> <p>Title IX Training Completed by Title IX Employees: Title IX staff training and training materials are posted online at: https://uaf.edu/equity/training.php</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.</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. Employee 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 new 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 29, 2021. Students received a second notification on February 9, 2022. 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>Alaska EPSCoR, Alaska INBRE and UAF’s Department of Equity and Compliance collaborated to provide an Implicit Bias and Hiring Workshop January 2023 statewide and beyond to all UA faculty, staff, and students, as well as collaborators, community partners and anyone else interested in the topic</p> <p>Title IX coordinator is a member of and meets monthly with the Fairbanks Prevention Alliance, Fairbanks Re-entry Coalition.</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, and UA HR. E&C also serves on the UAF CARE team and Clery Team.</p> <p>The UAF Strategic Plan on Inclusive Excellence: (https://www.uaf.edu/diversity/) started year three of project execution in October 2022. 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 Resources, University Relations, and Student Affairs.</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. https://www.uaf.edu/nwc/outreach/shine-a-light.php</p>
<p>Challenges</p>	

	<p>Uncertainty with impending TIX regulations being released by the Biden Administration.</p> <p>UA is in great need of updating UA Policy and University Regulation in several areas pertaining to protected classes and discrimination. These updates are pending the new Title IX rules release, but impact several areas not specific to sex- and gender-based issues.</p> <p>Staffing challenges: As we continue to see staffing challenges in ours and other Equity and Compliance Offices, it impacts UAF workloads.</p> <p>Current regulations requirements surrounding TIX proceedings have strongly discouraged participation by effected parties. Investigators have had difficulty in engagement with sexual harassment witnesses and complainants. These regulations also impede universities' ability to unilaterally address behavior.</p>
<p>Successes</p>	<p>Excellent Title IX training completion rates for employees at UAF.</p> <p>More inclusive and equitable practices are being implemented within the UAF Fire Department, supporting underrepresented and diverse students and employees in the field.</p> <p>Collaborations with faculty on proposals that have elements of DEI written into them.</p> <p>Strong coordination with CSRR to provide immediate CARE resources for VAWA related reports.</p> <p>Increased partnerships across units to provide meaningful trainings around TIX, diversity and equity issues, and advocacy.</p>