



University of Alaska Anchorage  
Academic Year 2023-2024  
November 2023

Effort	Comments																				
<p><b>Outreach, Education and Prevention/Awareness Programming</b></p>	<p>Prevention activities for students are led by the Dean of Students Office. The Domestic Violence and Sexual Assault Coalition has continued to meet regularly throughout the academic year. Together, prevention events were held regularly throughout the year, as noted in the previous brief. Prevention staff are off contract during the summer months, and return to plan activities for the Fall semester.</p> <p>October includes plans for the Clothesline Project, Consent Programming and Purple Thursday, DV Awareness Day. Title IX will have tabling presence at the resource events.</p>																				
<p><b>Training</b></p>	<p>The Office of Equity and Compliance has conducted eight in person trainings with 266 students and employees from across campuses.</p> <p><b>Title IX Student Training:</b> As of 10.6.23, a total of 16% of UAA students had completed the Title IX training.</p> <table border="1" data-bbox="643 1339 1252 1524"> <tbody> <tr> <td>Anchorage Campus</td> <td>16%</td> </tr> <tr> <td>Matsu College</td> <td>10%</td> </tr> <tr> <td>Kenai Peninsula College</td> <td>8%</td> </tr> <tr> <td>Prince William Sound College</td> <td>16%</td> </tr> <tr> <td>Kodiak College</td> <td>7%</td> </tr> </tbody> </table> <p><b>Title IX Employee Training:</b> As of 10.6.23, a total of 51% of UAA employees had completed the Title IX training.</p> <table border="1" data-bbox="643 1703 1252 1887"> <tbody> <tr> <td>Anchorage Campus</td> <td>51%</td> </tr> <tr> <td>Matsu College</td> <td>69%</td> </tr> <tr> <td>Kenai Peninsula College</td> <td>51%</td> </tr> <tr> <td>Prince William Sound College</td> <td>41%</td> </tr> <tr> <td>Kodiak College</td> <td>42%</td> </tr> </tbody> </table>	Anchorage Campus	16%	Matsu College	10%	Kenai Peninsula College	8%	Prince William Sound College	16%	Kodiak College	7%	Anchorage Campus	51%	Matsu College	69%	Kenai Peninsula College	51%	Prince William Sound College	41%	Kodiak College	42%
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	<p><b>Title IX Training Completed by Title IX Employees:</b> All UAA Office of Equity and Compliance staff training is maintained at <a href="https://www.uaa.alaska.edu/about/equity-and-compliance/contact.cshtml">https://www.uaa.alaska.edu/about/equity-and-compliance/contact.cshtml</a>. The OEC Director attended the annual ATIXA conference in October, 2023.</p> <p><b>Title IX Training Annual for Residence Life:</b> In person Title IX training was provided to all Residence Life staff (a total of 32 staff) by the OEC Director and Deputy Title IX Coordinator on August 16, 2023. The Residence Life Director and the Residence Coordinator completed Title IX Advisor training, and have been appointed as Title IX advisors for this academic year.</p> <p><b>Bystander Training:</b> UAA continues to provide training using the Bringing in the Bystander training program. These trainings are led through the Dean of Students Office. In this Fall semester, there was a training held for both employees and for students.</p>
<p><b>Title IX General Updates</b></p>	<p><b>Advocacy:</b> Community resources, such as STAR and AWAIC continue to be available to students and employees. These organizations partner with UAA on DVSA events. On campus confidential resources can be found in the Student Health and Counseling Center, and employees can access counseling through the Employee Assistance Program.</p> <p><b>Rights:</b> Complainants are provided rights and resources promptly following the receipt of a report by OEC. Respondents receive this information when a formal grievance has been made.</p> <p><b>Website:</b> The <a href="#">UAA Office of Equity and Compliance</a> website is kept current and in compliance with federal regulations. OCR recently commended UAA OEC on their website compliance.</p> <p><b>Rights Notice:</b> UAA students and employees received notification in September, 2023. Additionally, departments with off-campus curriculum ensure that their MOU/MOA's include expectations on nondiscrimination.</p>
<p><b>Community &amp; Campus Engagement</b></p>	<p>Currently, the Office of Equity and Compliance is working with their university stakeholders. Consistently collaborate as noted below:</p>



	<ul style="list-style-type: none"> <li>- OEC meets weekly with the Dean of Students Office, Residence Life and the University Police Department.</li> <li>- OEC meets bi-weekly with Human Resources.</li> <li>- OEC meets monthly with DEI leadership.</li> <li>- OEC participates on the Protection of Minors Steering Committee.</li> <li>- OEC participates on the Clery Statistics Subcommittee, as well as the Clery Compliance Subcommittee.</li> <li>- OEC participates on the Employee Experience Steering Committee.</li> <li>- OEC participates in the Northwest Community College Title IX Leadership Alliance.</li> </ul>
<p><b>Challenges</b></p>	<p><b>Staffing:</b> UAA OEC is currently fully staffed. OEC Director has been in place since March 2018 (in the office since June 2017.) The Lead Investigator/Deputy Coordinator was promoted into their position in June 2023, while being in the office since June 2021. One investigator transferred into the Civil Rights Investigator position from UAS in July 2023 while the newest Civil Rights Investigator began in September 2023. Therefore, there is longevity within the OEC leadership while the investigators are in their probationary periods. One of the two investigators work fully remote, from out of state.</p> <p><b>Workload:</b> UAA OEC has been covering the UAS OEC office since July, and will continue to do so until 10.23.23. The number of formal investigations has shown an increase, specifically with Title IX investigations. Between UAA and UAS, there have been four Title IX hearings to schedule since July. Prior to July, neither UAS nor UAA had any Title IX hearings since the implementation of the 2020 Title IX regulations.</p> <p><b>Policy:</b> The most significant challenge to the OEC offices statewide continues to be the need for policy updates and amendments.</p> <ul style="list-style-type: none"> <li>- To provide specifics, no policy on pregnancy conditions has been implemented despite a draft created in 2017. Without a policy, there is a lack of clarity and consistency regarding what conditions are covered by supportive measures or reasonable adjustments. This is left to the Title IX Coordinator on a case by case basis, increasing liability.</li> <li>- Uncertainty around the potential implementation of new Title IX regulations creates barriers for the statewide compliance team.</li> </ul>



	<p>OEC recommends that statewide perform forward planning in anticipation of changes.</p>
<p><b>Successes</b></p>	<ul style="list-style-type: none"><li>- Statewide OEC leadership (OEC Directors, Lead Investigators and General Counsel) met in person in June 2023 for the first time since 2020. A follow up in person session is scheduled for December 2023, which will also include statewide investigators.</li><li>- OEC facilitated a 'Train the Trainers' program for Title IX for student training. While the implementation has not gone into practice at this time, we initiated the process towards increasing resources in this area.</li></ul>