

**University of Alaska Fairbanks 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*	36		25	6	5					
Interfering Consensual Sexual Conduct										
Quid Pro Quo										
Retaliation	2			2						
Sex- or gender-based Discrimination	22	2		16	3	1	1			
Sexual Assault*	21		9		11	1				1
Sexual Exploitation	8	1	2	4	1					
Stalking*	2				2					
Unwelcome Sexual Conduct	20		1	13	6					
Not Title IX Behavior	64			64						
<b>Meets Requirements for Further Action (Total)</b>						<b>2</b>				
<b>TOTAL # WHERE RESOURCES/ REFERRAL WERE OFFERED</b>	<b>180</b>									
									Major discipline/sanctions**	<b>1</b>
									Minor discipline/sanctions**	
Closed within 180 days	<b>174</b>									
Closed after 180 days	<b>2</b>									
Pregnancy Accommodations		<b>5</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.

## 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 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.
<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: 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.
<b>Stalking</b>	"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.
<b>Unwelcome Sexual Conduct</b>	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.

EFFORT	COMMENTS
<p><b>Outreach, Education and Prevention/Awareness Programming</b></p>	<p><i>Spring 2021 Activities</i></p> <ul style="list-style-type: none"> <li>• Free Speech Workshop</li> <li>• Virtual forum on growing and embracing a culture of respect, diversity, inclusion and caring (UAF Strategic Goal #5)</li> <li>• Film screening and panel discussion: Picture a Scientist</li> <li>• Film screening: Transformer</li> <li>• Anti-harassment presentation by Title IX Coordinator at AK Anthropological Association Conference</li> <li>• Clery Campus Security Authority training (Fairbanks and community campuses)</li> <li>• Prevention and Wellness Tabling and Activities</li> <li>• Racial Justice 101: Microaggressions and Microaffirmations</li> <li>• Racial Justice 101: Womxn, Femms and Intersectionality</li> <li>• Shine a Light Speaker Series</li> <li>• Trans Day of Visibility MBS Tabling</li> <li>• LGBTQ+ Campus Pride Week activities</li> <li>• Lavender Graduation</li> <li>• Trailblazer Recognition Ceremony</li> <li>• Radio Interview with Princess Johnson: Alaska Native representation in Media</li> <li>• QPR Suicide prevention train the trainer</li> <li>• Confrontation/De-escalation Training for Residence Life staff</li> <li>• ResLife staff training: confrontation/ de-escalation, mediation, drug awareness, QPR, mental health in position, Title IX, Safe Zone, diversity training</li> <li>• Nanooks Care Weeks (for finals and end of semester)</li> <li>• Support groups (Health and Counseling): mindfulness, take care of your headspace, gender affirming, students with a loved one struggling with Alcohol</li> <li>• Telehealth Counseling Sessions</li> <li>• Mental Health First Aid training for employees</li> <li>• The Urban Auntie Show with Laura Ekada</li> <li>• Boards on: mental health/coping/resources, safe sex/consent, sexual awareness/health/safety, love language, domestic Violence warning signs, statistics, and resources, information on commonly abused drugs and effects, contraception options/information, health awareness, self-love</li> <li>• Kahoot and alcohol education activities</li> <li>• Newsletters: school-life balance, mental health/resources, healthy relationships</li> <li>• Sexual Assault Awareness month - activities and resources</li> </ul>

	<ul style="list-style-type: none"> <li>• Stonewall LLC - Bee Kind to Yourself</li> <li>• Women's History month</li> <li>• Drug prevention education programs</li> <li>• Student Care Team meets weekly providing outreach and assistance to struggling students.</li> </ul> <p><b>Fall 2020 Activities</b></p> <ul style="list-style-type: none"> <li>• New Student Orientation and extended orientation</li> <li>• Title IX training for ResLife professional staff, resident assistants, desk attendants, mentors, Admissions staff and tour leaders.</li> <li>• Drug Free Schools and Communities Act Communication</li> <li>• Constitution Day: The Constitution and Diversity, Equity and Inclusion</li> <li>• #FirstGenAK Mentorship Program, Mentors training</li> <li>• Emerging Scholars: Intersectionality Workshop</li> <li>• Saul Flores: Servant Leadership</li> <li>• SafeZone Training</li> <li>• Climate, Justice, Jobs Local Candidate Forum</li> <li>• Socially Just Praxis: Developing an Inclusive Course Workshop</li> <li>• Advocacy and Activism for Social Change Student Presentation</li> <li>• Identity and Intersectionality Workshop</li> <li>• Prevention &amp; Wellness Orientation and Craft Kits</li> <li>• QPR Suicide Prevention Training for UAF Writing Instructors</li> <li>• Stop the Stigma Day</li> <li>• Self-Care Planning Workshop</li> <li>• Prevention Peer Educator Program</li> <li>• Suicide Prevention Week Tabling/Information/Resources</li> <li>• Zoom Kahoot on Alcohol Education Prevention</li> <li>• Bulletin Board in the gender binary/pronouns ResLife</li> <li>• Health &amp; Counseling resource bulletin boards and social media outreach on wellness</li> <li>• Hispanic Heritage Month</li> <li>• Kahoot Trivia Night with an emphasis on Res Life Policies</li> <li>• Self-Care and Academic Success Programs</li> <li>• Mental Health &amp; Resilience programs and film showing</li> <li>• Healthy Relationships programs at ResLife</li> <li>• Student Care Team meets weekly providing outreach and assistance to struggling students.</li> <li>• Nanooks Care Campaign</li> </ul>
<p><b>Training</b></p>	<p>UA is currently between training periods, with updated training to be released in August 2021. New Q&amp;A guidance was released by Office for Civil Rights July 2021. Online, Zoom, and in-person training will be offered at UAF in Fall 2021.</p>

	<p>Residence Life trainings are being presented August 10-19, 2021 (e.g. QPR, Safe Zone, RA roles, Bringing in the Bystander, Care, Concern, and Conduct Case Management, etc.)</p> <p><b>Title IX Student Training Completion:</b> 64% of UAF students completed training by May 21, 2021.</p> <p><b>Title IX Employee Training Completion:</b> 92% of UAF employees completed training by May 21, 2021.</p> <p><b>Title IX Training Completed by Title IX Employees:</b> UAF Equity and Compliance’s Title IX staff were trained on Clery March 29-31, 2021, the new Federal rules in June 2020 by ATIXA and attended Grand River Solutions’ training on October 14, 2020, ATIXA Investigator 3B October 20-21, 2020, and ATIXA Webinar on Severe, Pervasive and Objectively Offensive December 9, 2020. Title IX staff training and training materials are posted online at: <a href="https://www.uaf.edu/equity/training">https://www.uaf.edu/equity/training</a></p> <p><b>Title IX Training for Residence Life:</b> Title IX training for ResLife professional staff, resident assistants, desk attendants, and mentors was completed on August 17, 2020. Training will again be provided August 17, 2021.</p> <p><b>Bystander Intervention Training:</b> UAF provides training to students and employees using the Green Dot training program throughout the year. ResLife staff received training on August 16, 2020. Bringing in the Bystander Training will be provided starting August 2021.</p>
<p><b>Title IX General Updates</b></p>	<p><b>Advocacy:</b> UAF contracts 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 throughout spring 2021 to enhance and expand the advocacy resources available 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>Legal Resources:</b> 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><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>

**Website:** The UAF Department of Equity and Compliance website has been updated for compliance with the new Federal rules: <https://www.uaf.edu/equity/>

**Rights Notification:** All UAF students and employees received a rights notification on September 14, 2020. Additionally, departments with university sponsored off-campus activities are working with students to ensure they know their rights during those activities. UAF and 3<sup>rd</sup> party sponsors have agreements on file with nondiscrimination expectations written into MOU/MOAs.

**Community & Campus Engagement**

The UAF Department of Equity and Compliance 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. Monthly meetings are held with Residence Life, UAF Police Chief, Interior Alaska Center for Non-Violent Living, and Fairbanks Prevention Coalition.

UAF participated in a “Choose Respect” video as part of a public service campaign led by the Interior Alaska Center for Non-Violent Living Prevention Program (Fairbanks Prevention Coalition) and the Alaska Network on Domestic Violence and Sexual Assault. This sends a message of hope and healing to the many that have suffered from crimes of violence and helps to engage communities in effective strategies to prevent future violence.

Collaboration with the Cooperative Extension Service on Civil Rights Compliance. There has been extensive discussion and action to train volunteers in the 4-H and Master Gardener Programs on Title IX and Protection of Minors.

The UAF Strategic Plan on Inclusive Excellence (<https://www.uaf.edu/diversity/>) completed its year one of project execution with many successes. Individuals participating are from the following departments and community partners; 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, UAF Police Department, University Relations, Student Affairs, Water and Environmental Research Center, students: undergraduate and graduate, Blossom House, advocate for individuals with disabilities, Fairbanks Diversity Council, First Alaskans Institute, and Interior Alaska Center for Non-Violent Living.



	<p>Director/ Title IX Coordinator of Equity and Compliance is a collaborator on two UAF faculty proposals addressing wellness and education disparities.</p> <p>Director/ Title IX Coordinator of Equity and Compliance presented to the Alaska Association of Anthropologists on harassment in the workplace.</p> <p>Director/ Title IX Coordinator, faculty and student presented at the Association of American Colleges &amp; Universities Diversity Conference on Transforming the Academy Through Healing Centered Engagement (through an Indigenous lens).</p> <p>Shine a Light: Promoting Conversation on Diversity- The Northwest Campus, in partnership with UAF Equity and Compliance and Nanook Diversity &amp; Action Center host monthly discussions.</p>
<p><b>Challenges</b></p>	<p><b>COVID-19:</b> Although staff have done a great job navigating remote work during the pandemic, there are challenges outside of the University’s control. COVID has impacted staff in multiple ways slowing down productivity as it has for parties in cases. It has been difficult to get responses from individuals, most specifically from remote locations. There is limited internet infrastructure around Fairbanks, and rural areas of Alaska.</p> <p><b>New Federal Rules:</b> The large amount of change needed for compliance with the new rules has taken away from casework, which has impacts long after implementation work is done. We are expecting additional change Summer 2021 possibly through reinterpretation in a Q&amp;A from OCR.</p> <p><b>Online Training:</b> Due to the vendor's training design a large number of individuals experienced technical challenges with the employee Title IX training in Fall 2020. That created delays in completion and additional effort by HR and E&amp;C staff addressing these challenges. The deadline for employees to complete training was extended to October 31, 2020. Alternate forms of training were offered at UAF to mitigate technical issues and the typical internet accessibility challenges, resulting in a successful training completion at UAF. Due to these technical challenges it was decided to develop an online training within UA for delivery through Blackboard. There have been challenges with training development due to UA-wide staffing issues, schedules and stakeholder feedback.</p> <p><b>Staffing challenges:</b> As we continue to see staffing challenges UA-wide and especially in the other Equity and Compliance Offices, it impacts UAF workloads.</p>
<p><b>Successes</b></p>	<p>UAF had a very successful year 1 completion of the Strategic Plan for Inclusive Excellence and is in planning for year 2.</p>

UAF departments have been trained in Clery connecting both Clery and Title IX clarifying differences and overlapping areas. This resulted in more effective responses to incidents, communication to our campus community, and collaboration with campus/community partners.

COVID opened up new mechanisms and ways of connection and collaboration. Several new collaborations were started, of which are mentioned above, such as; inclusive excellence strategic planning for systemic change, addressing volunteer training, grant proposals, Shine a Light presentation series, and participation in the Fairbanks Prevention Coalition.

UAF Equity and Compliance process mapped the new Title IX internal office process. This helped significantly with identifying and addressing needs and gaps in resources and/or process between pre/post-August 2020 OCR rules.

UAF departments (e.g.; CSRR, HR, ResLife) have been trained on post August 2020 policy and internal practices have been identified for handling and adjudicating reports in conjunction with UAF Equity and Compliance.