

**University of Alaska Southeast 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 Student Conduct / HR. 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*	5				5					
Interfering Consensual Sexual Conduct										
Quid Pro Quo										
Retaliation										
Sex- or gender-based Discrimination										
Sexual Assault*	4	1	1		2					
Sexual Exploitation	2	1	1							
Stalking*	7	2	1		4					
Unwelcome Sexual Conduct	1				1					
Not Title IX Behavior	2	2								
<b>Meets Requirements for Further Action (Total)</b>										
<b>TOTAL # WHERE RESOURCES/ REFERRAL WERE OFFERED</b>	<b>21</b>									
									Major discipline/sanctions**	<b>0</b>
									Minor discipline/sanctions**	<b>0</b>
Closed within 180 days	<b>17</b>									
Closed after 180 days	<b>0</b>									

<b>Pregnancy Accommodations</b>	<b>0</b>
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\* 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 conduct 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

	<p>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.</p>
<b>Sexual Exploitation</b>	<p>"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.</p>
<b>Stalking</b>	<p>"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.</p>
<b>Unwelcome Sexual Conduct</b>	<p>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.</p>

University of Alaska Southeast Title IX Brief

Academic Year 2020-2021

September 2021 Board of Regents Meeting

Effort	Comments
<b>Outreach, Education and Prevention/Awareness Programming</b>	Fall 2020 Activities: <ul style="list-style-type: none"><li>• Faculty &amp; Staff Orientation</li><li>• New Student Fall Virtual Orientation</li><li>• New Residence Life Training: Title IX and Clery</li><li>• Power &amp; Privilege Symposium</li><li>• Domestic Violence Awareness Month (AWARE)</li></ul> Spring 2021 Activities: <ul style="list-style-type: none"><li>• Spring Start Up</li><li>• New Residence Life Staff Training: Title IX and Clery</li></ul> Summer 2021 Activities: <ul style="list-style-type: none"><li>• Trained Dining facility staff</li><li>• Moved office locations to a suit-style location that includes space for a waiting area, interview room, and is more logistically located for confidentiality.</li></ul>
<b>Training</b>	<p><b>Title IX Student Training Completions:</b> As of May 15, 2021, 68% of UAS students completed the training.</p> <p><b>Title IX Employee Training Completions:</b> As of May 15, 2021, 95% of UAS employees completed the training.</p> <p><b>Title IX Training Completed by Title IX Employees:</b> As of June 30th, 2021, 100% of UAS Office of Equity and Compliance staff have completed Atixa Civil Rights Training I&amp;II. Training is Scheduled for Atixa Coordinator I &amp; II</p> <p><b>Title IX Training Annual for Residence Life:</b> UAS Residence Life staff receive training fall and spring semesters. For AY21 this training was completed on August 14, 2020. Training for new Resident Advisors has been scheduled for later in the summer.</p> <p><b>Bystander Training:</b> This fall a Residence Life staff member attended a train the trainer session offered by the State of Alaska. We are hoping to find additional opportunities to train more staff. Although we currently only have one certified trainer available, UAS is currently developing ways to provide training to students/staff using the Green Dot training program.</p>

<p><b>Title IX General Updates</b></p>	<p><b>Advocacy:</b> UAS’s counseling center is available to students. Additionally, AWARE (Juneau), SAFV (Sitka), and WISH (Ketchikan), the location specific shelters and advocacy organizations are available to all community members.</p> <p><b>Rights:</b> Complainants are provided rights and resources immediately and resources at the time they are notified that a complaint was received and an investigation will occur.</p> <p><b>Website:</b> To be in compliance with the new federal rule, the Office of Equity and Compliance recently updated their website (<a href="https://www.uas.alaska.edu/titleix/">https://www.uas.alaska.edu/titleix/</a>) and released a new print brochure.</p> <p><b>Rights Notice:</b> UAS students and employees received notification on September 14, 2020. Departments with off-campus curriculum are working with students to disperse information. This information was also posted in the UAS School paper, the Whalesong. Additionally, notice has been posted in all buildings throughout campus, in high traffic areas.</p>
<p><b>Community &amp; Campus Engagement</b></p>	<p>The Title IX committee had their fall meeting. The committee is comprised of multiple community stakeholders (NAMI, Planned Parenthood, AWARE), UAS faculty, UAS staff, and UAS student representation.</p> <p>The Title IX resource committee has said farewell to long time member Gail Klein from the Ketchikan campus. Gail has retired. With her departure, we are welcoming Louis Scott as the Ketchikan Title IX resource committee member.</p>
<p><b>Challenges</b></p>	<p><b>Vacancies and office turnover:</b> Vacancies and turnover continue to be a challenge. While UAS has budgeted for two positions in the Office of Equity and Compliance since 2019, there has only been one position filled during this reporting period for any meaningful amount of time. The Title IX Coordinator position has turned over three times since July 2020. UAS’s current Director of Equity and Compliance Ryan Wark, began work as the Deputy Title IX Coordinator on May 24<sup>th</sup>, 2021, and transitioned to the Director position on June 28<sup>th</sup>. He is making steady progress to stabilize the office, fill the Deputy position, and prepare for the 2021-22 academic year.</p> <p><b>COVID-19:</b> UAS like other UA campuses has had to make adjustments in service delivery. This has added an extra layer of complexity to how we do business. However, UAS has risen to and continues to rise to the challenge.</p>

<b>Successes</b>	<p>Since Mr. Wark has assumed the role of Director, there has been a steady effort to form partnerships with the Directors of Equity &amp; Compliance at UAA and UAF. This partnership have led to connections outside UAS that have already had impacts on processes on campus for the better. These connections have created relationships that extend beyond Title IX and have been a real asset to UAS.</p> <p>Two former UAS Title IX coordinators still work on campus in Romee McAdams and Lori Klein. Having them present has streamlined forming relationships around the campus and finding resources to assist in the Title IX effort more smoothly. The office is constantly evolving and making strides to work collaboratively across many departments.</p> <p>There is focused effort from UAS leadership to ensure that Title IX is fully equipped to conduct its duties. Bi-weekly Mr. Wark meets with chancellor Karen Carey which has been paramount to the building of trust between the Office of Equity &amp; Compliance and the Chancellor.</p>
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