Greetings Statewide Employees,

The University of Alaska has a zero tolerance policy for sexual and gender-based misconduct. All employees (with the exception of licensed therapists and their staff, clergy, and student employees excluding residence life) are designated as “responsible employees” under Title IX. This a reminder to complete your annual Title IX training and make sure you are aware of your duties as responsible employees. If you’ve completed the 2018-2019 training since July 1, thank you.

All employees are provided annual training on how to recognize and identify sexual discrimination and sexual harassment. The training also informs employees on how to file a report and how the university responds to allegations, including a list of relevant resources. As part of the university’s Voluntary Resolution Agreement with the Office for Civil Rights, Title IX training is mandatory on an annual basis.

A key part of creating a safe and respectful workplace is using the tools provided through Title IX training to stop sexual and gender-based discrimination. We must all be responsible to prevent and report all types of sexual misconduct, such as:

- stalking or cyberstalking
- sexual violence
- domestic or dating violence
- any form of bullying including emotional and verbal abuse

All of us, as responsible employees, are obliged under the law to contact our local Title IX Office within 24 hours of receiving a report of sexual harassment or gender-based discrimination. If someone begins disclosing this type of information to you, be prepared to provide a compassionate response that includes sharing that you are required to notify the Title IX coordinator and inform the person disclosing to you of their option to request confidentiality. You would then guide the person to the Title IX coordinator, advocacy services, counseling or other support services. This can be a difficult conversation and the training provided to employees provides a helpful framework and examples of how to approach such interactions.

Training must be completed by Sunday, September 30, 2018. To access the training:
1. Log in to the UAOnline Employee e-Learning page or go directly to alaska.edu/myua/
2. Click on myUA Employee Services Dashboard
2. Under My Development select Title IX [Annual Refresher] FY19

For more information about your obligations under Title IX as a responsible employee, please visit: http://www.alaska.edu/titleIXcompliance/responsible-employee/ or contact the human resources office.