




Equal Opportunity Policy Statement

The University of Alaska Fairbanks provides equal opportunity regardless of race, creed, color, national origin, religion, sex, age, or veteran status, pursuant to Title VI and VII of the Civil Rights Act of 1964 and Civil Rights Act of 1991; Title IX of the Education Amendments of 1972; Executive Order 11246, and Executive Order 11375, as amended; the Age Discrimination Acts of 1974 and 1975; the Vietnam Era Veterans Readjustment Assistance Act of 1974; Pregnancy Discrimination Act; Immigration Reform & Control Act; Vocational Rehabilitation Act of 1973 and Alaska Statutes which guarantees equal opportunity to individuals and groups within our society. In addition, pursuant to the Americans with Disabilities Act (ADA) of 1992, the University does not discriminate in providing employment or educational service because of any sensory, mental or physical disability when such disability does not prevent performance of essential tasks or assignments.

This policy affects employment policies and actions, as well as the delivery of educational services at all levels and facilities of the University. Further, the University's objective of equal opportunity will be met by taking affirmative action: i.e., making intensified, goal-oriented efforts to substantially increase the numbers of women and minority groups in positions where their representation has been less than proportionate to their availability; providing reasonable accommodations to assist employees and students with disabilities; and ensuring that employment opportunities are widely disseminated to agencies that service women, minorities, Vietnam era veterans and people with disabilities.

1/5/2010

Date



Brian Rogers, Chancellor
University of Alaska Fairbanks

CIVIL RIGHTS CERTIFICATE

ASSURANCE OF COMPLIANCE WITH TITLE VI OF THE CIVIL RIGHTS ACT OF 1964, SECTION 504 OF THE REHABILITATION ACT OF 1973, TITLE IX OF THE EDUCATION AMENDMENTS OF 1972, AND THE AGE DISCRIMINATION ACT OF 1975.

The University of Alaska Fairbanks (UAF) provides this assurance in consideration of and for the purpose of obtaining Federal grants, loans, contracts (except contracts of insurance or guaranty), property discounts, or other Federal assistance to education programs or activities from the Department of Education. UAF assures that it will comply with:


1. Title VI of the Civil Rights Act of 1964, as amended, 42 U.S.C. 1000d et seq., which prohibits discrimination on the basis of race, color, or national origin in programs and activities receiving Federal financial assistance.
2. Section 504 of the Rehabilitation Act of 1973, as amended, 29 U.S.C. 794, which prohibits discrimination on the basis of disability in programs and activities receiving Federal financial assistance.
3. Title IX of the Education Amendments of 1972, as amended, 20 U.S.C. 1681 et seq., which prohibits discrimination on the basis of sex in education programs and activities receiving Federal financial assistance.
4. The Age Discrimination Act of 1975, as amended, 42 U.S.C. 6101 et seq., which prohibits discrimination on the basis of age in programs or activities receiving Federal financial assistance.
5. All regulations, guidelines, and standards lawfully adopted under the above statutes by the United States Department of Education.

The University of Alaska Fairbanks agrees that compliance with this Assurance constitutes a condition of continued receipt of Federal financial assistance, and that it is binding upon UAF, its successors, transferees, and assignees for the period during which such assistance is provided. UAF further assures that all contractors, subcontractors, sub grantees or others with whom it arranges to provide services or benefits to its students or employees in connection with its education programs or guidelines, and standards against those students or employees. In the event of failure to comply, UAF understands that assistance can be terminated and UAF denied the right to receive further assistance. UAF also understands that the Department of Education may, at its discretion, seek a court order requiring compliance with the terms of the Assurance or seek other appropriate judicial relief.

The person whose signature appears below is authorized to sign this application and to commit the University of Alaska Fairbanks to the above provisions.

Date

1/5/2010



Brian Rogers, Chancellor
University of Alaska Fairbanks
P.O. Box 757500
Fairbanks, AK 99775-7500

NOTIFICATION OF CIVIL RIGHTS COMPLIANCE

In compliance with the Executive Order 11246; Title II of the Education Amendments of 1976; Title VI of the Civil Rights Act of 1964, as amended by the Equal Employment Opportunity Act of 1972; Title IX Regulation Implementing Education Amendments of 1972; Section 504 of the Rehabilitation Act of 1973; Office of Civil Rights Vocational Educational Guidelines; and all other Federal, State, School rules, laws, regulations, and policies, the University of Alaska Fairbanks and extended campuses shall not discriminate on the basis of sex, age, race, color, national origin, religion, or disability in its educational programs or activities.

It is the intent of the University of Alaska Fairbanks and extended campuses to comply with both the letter and spirit of the law in making certain discrimination does not exist in its policies, regulations, and operations. Grievance procedures for Title IX and Section 504 have been established for students and employees who feel discrimination has been shown by the University of Alaska Fairbanks and/or extended campuses.

Specific complaints of alleged discrimination under Title IX (gender) and Section 504 (disability) should be directed to:

Title IX/Section 504 Coordinator
Senior Human Resources Consultant
University of Alaska Fairbanks
Admin Services Building
108 College Avenue
Fairbanks, AK 99775-7860
Phone: (907) 474-7700
Fax: (907) 474-5859

or Title IX/Section 504 Coordinator
Equal Opportunity Director
University of Alaska Fairbanks
Fairbanks, AK 99775-7500
Phone: (907) 474-6600
Fax: (907) 474-5250

Title IX complaints may also be filed with:

Office of Civil Rights, Region X
U.S. Department of Education
2901 Third Avenue, M/S 106
Seattle, Washington 98121
Phone: (206) 442-1635

Students attending University of Alaska Fairbanks and extended campuses may participate in educational programs and activities, including, but not limited to health, physical education, and vocational and technical education, regardless of race, color, national origin, religion, age, disability or sex.