

THE LAW

Title IX and Sex Discrimination

No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any educational program or activity receiving Federal financial assistance.”

~Title IX of the Educational Amendments of 1972 to the 1964 Civil Rights Act

RACE

COLOR

RELIGION

DISABILITY

AGE

GENETIC CODE

RETALIATION

NATIONAL ORIGIN

SEX / GENDER

VETERAN STATUS

Why does UA care about Title IX compliance?

The UA System takes the safety and security of our students, faculty, staff and visitors seriously. Title IX compliance is an important part of ensuring a safe and secure environment, optimum for learning, research and creative work.

What is Title IX?

Most people seem to think it's a federal law requiring gender equality in college sports. Title IX is a section of the federal law under the Higher Education Act that prohibits sex discrimination in educational institutions. Many people have known it as a law requiring equal male-female representation in sports teams at U.S. colleges and universities, but it actually demands gender equity in all areas of colleges and universities that receive federal assistance.

The law states that "no person in the United States shall on the basis of sex be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving federal financial assistance." Therefore, Title IX forbids sex discrimination, including sexual harassment and violence, in all university student services and academic programs.

What is the University of Alaska doing to comply with this law?

Since spring, UA has trained almost 90 percent of its faculty and staff, system wide, through numerous opportunities, both in person and online. Over 4,000 staff and faculty members have received the training throughout the UA System, and the training continues. Training includes students. Bystander training, training regarding what constitutes consent, understanding what is and what isn't sexual harassment and assault, what to do, resources available, etc. are part of this outreach effort to students.

How well trained are UA staff members?

UA has trained 30 additional sexual assault/harassment investigators throughout the system, so that every single campus, including all rural campuses, has at least one trained investigator. UA has designated Title IX coordinators for each university and community campus.

It's important for all UAF employees and students to know who the Title IX Coordinator: UAF & community campuses:

Mae Marsh

907-474-7599,

mmarsh36@alaska.edu

Website: <http://www.uaf.edu/oeo/title-ix/>

What's the burden of proof for a person bringing forward a Title IX complaint?

Complaints under Title IX do not have to be “beyond a reasonable doubt,” as in the criminal justice system, before action can be taken to protect and respond to the victim. The standard used is known as “preponderance of evidence,” which means that the incident more likely than not occurred. Remedies are made available to the victim can and should be made available (such as switching housing or class schedules to avoid regular contact with an alleged aggressor, safety escorts, university no-contact orders, etc.) prior to an investigation's conclusion.

Why is UA making such a big deal out of this issue?

1. Safety on America's colleges and universities, specifically regarding sexual assault and harassment, has become a national issue. In Alaska, domestic violence and intimate partner violence is higher than the national average. These are serious issues for all Alaskans.
2. President Pat Gamble was notified on May 5, 2014 of the U.S. Department of Education/Office for Civil Rights decision to conduct a compliance review examining the university's handling of complaints and reports of sexual harassment, including sexual violence, to determine if the university has responded promptly and effectively, with particular emphasis on complaints of sexual assault. (www.alaska.edu/files/opa/5.5.14-OCR-letter.pdf)

Why is UA making such a big deal out of this issue?

3. The university fully cooperated with, indeed welcomed, this review. By the end of July, some 11,500 pages of information were provided to the OCR as part of an information request sent to UA on May 12. (www.alaska.edu/files/opa/2014.05.12-OCR-Title-IX-review---Data-Request.pdf) We do not know why UA was chosen for a compliance review, but the OCR has told us it is not due to specific complaints.
4. The University of Alaska supports the growth of awareness and prevention programs at campuses across the state, as well as proper reporting, protocol and procedures in providing care to victims of sexual violence. The review by OCR will point out areas where we can improve, and UA is committed to making those improvements.



Title IX – Anonymous Disclosure

[CLICK HERE](#)

See Something, Say Something, Do Something!

[CLICK HERE](#)



ATTENTION! This webpage is hosted on EthicsPoint's secure servers and is not part of the University of Alaska System website or intranet.



UA Confidential Make the Right Call
HOTLINE www.alaska.ethicspoint.com

Title IX – Confidential Disclosure ... in Alaska

[CLICK HERE](#)

TITLE IX

*See Something,
Say Something,
Do Something!*

**PRESS HERE
TO REPORT**

“A responsible employee would include any employee who has the authority to take action to redress the harassment; who has the duty to report to appropriate school officials sexual harassment or any other misconduct by students or employees; or any individual who a student could reasonably believe has this authority or responsibility.”

It is not just the law, it is our policy and our standard here at UAF. It is our expectation that all will fully comply support equality.