Additonal questions?
You can contact...

**Office of Campus Diversity and Compliance**
(to report discrimination, sexual harassment or request ADA accommodations)
3890 University Lake Drive, Rm 101 (ULB)
Anchorage, AK 99508
Phone: (907) 786-4680
Fax: (907) 786-4743
www.uaa.alaska.edu/diversity

**Human Resource Services**
(to report unprofessional conduct)
3890 University Lake Drive, Rm 101 (ULB)
Anchorage, AK 99508
Phone: (907) 786-4608
www.uaa.alaska.edu/humanresources/

**Dean of Students Office**
(for student conduct complaints)
(907) 786-1214
www.uaa.alaska.edu/deanofstudents

**Student Health and Counseling Center**
(for student advocacy, support or counseling)
(907) 786-4040
www.uaa.alaska.edu/studenthealth/

**University Police Department**
(for personal safety concerns)
(907) 786-1120
www.uaa.alaska.edu/upd/

**Alaska State Commission for Human Rights**
(for external filing of student related complaints)
800 A Street, Suite 204
Anchorage, AK 99501
Toll Free Phone: (800) 478-4692 / TDD: (800)-478-3177

**Equal Employment Opportunity Commission**
(for external filing of student related complaints)
909 First Avenue, Suite 400
Seattle, WA 98104-1061
Toll Free Phone: (800) 669-4000 / TTY: (800)-669-6820
www.eeoc.gov

**Office of Civil Rights**
(for external filing of student related complaints)
U.S. Department of Education
915 Second Avenue, Room 3310
Seattle, WA 98174-1099
Phone: (206) 607-1601 / TDD: (800)-877-8339

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**Knowing My Rights & Responsibilities**

Brochure Produced By*
University of Alaska Anchorage
Office of Campus Diversity & Compliance

*Some content adapted from Michigan State University Office for Inclusion & Intercultural Initiatives.
The University of Alaska Anchorage has a responsibility to provide individuals with a learning and working environment that is free from discrimination and harassment.

All university employees are responsible for maintaining a positive working and learning environment.

**DISCRIMINATION**

Refers to being adversely treated or affected, either intentionally or unintentionally, in a manner that unlawfully differentiates or makes distinctions on the basis of an individual’s race, color, religion, sex, national origin, sexual orientation, citizenship, pregnancy, childbirth or related medical conditions, marital status, changes in marital status, disability, age, status as a disabled veteran or Vietnam era veteran.

**SEXUAL HARASSMENT**

Includes, but is not limited to, unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature. It includes instances when such conduct is indicated to be a term or condition of an individual’s academic or employment experience, used as a basis for academic and employment performance or creates an intimidating, hostile or offensive academic or employment environment.

You have the right to respond and make your feelings known if you experience unwanted/unwelcome offensive comments. You also have the right to intervene if you witness such behavior being inflicted upon another person.

The Office of Diversity & Compliance investigates allegations of prohibited harassment and discrimination to determine whether the University’s Board of Regents policies or regulations have been violated.

The investigation will usually include interviews of the person bringing the allegations (complainant), witnesses and the responding party (respondent), as well as analysis of documents and other relevant information.

**HOW TO REPORT:**

- If the alleged harasser is a student, the complaint should be made to the Dean of Students Office.

- If the alleged harasser is a faculty or staff member, the complaint should be made to the alleged harasser’s supervisor or to the Office of Diversity & Compliance.

- If the alleged harasser is an administrator, the complaint should be made to the alleged harasser’s supervisor or to the Office of Diversity & Compliance.

- If the alleged harasser is a third party, the complaint should be made to the Office of Diversity & Compliance.

**The harassment must be based on the protected category, such as race or gender. A complainant must make the connection between the protected category and the alleged conduct.**

The Board of Regents’ Anti-Discrimination Policies and Regulations apply to all members of the University community – faculty, staff, and students. Prohibited harassment and discrimination is not tolerated at UAA.

**Board of Regents’ Policy**

P04.02.012. Equal Employment Opportunity Program

P01.02.020. Nondiscrimination

P04.02.022. Sexual Harassment

P04.02.030. Reasonable Accommodation for People with Disabilities: Prohibition Against Discrimination on the Basis

**Board of Regents’ Regulations**

R04.02.020. Discrimination

R04.02.022. Sexual Harassment

**TITLE IX**

“No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subject 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.

In accordance with Title IX regulations, the University has designated trained individuals who are responsible for overseeing UAA’s Title IX compliance effort.

**ADA**

Employment provisions of the ADA require good faith efforts by an employer and an employee who is a qualified individual with a disability to identify reasonable accommodations that permit the employee to perform the essential functions of their position. Contact the ADA Coordinator at the Office of Diversity & Compliance to inquire about or request a reasonable accommodation.