

Office of the Chancellor

Office of Equity and Compliance

1. *Core Functions of the Office of Equity and Compliance*

- Intake all reports of discrimination and harassment
- Administrative investigations under BOR 01.04
- Administrative investigations under BOR 01.02
- Provision of interim measures during an investigation process
- Provision of remedies post investigation to prevent hostile environment
- Consistent documentation of all reports through Maxient
- Provision and tracking of mandatory harassment and discrimination training to all students and employees
- Collaboration with Residence Life to ensure customized training and consistent response and reporting
- Monthly collaboration with statewide OEC Directors and statewide Chief Officer
- Ensure notification of university's prohibition against discrimination to all students participating in off campus programs
- Collaboration with university governance to address strategies for improving effectiveness of harassment and discrimination policies, prevention and support services
- Coordination with University Police Department to ensure communication and response
- Outreach to community campuses on a quarterly basis to ensure prompt and equitable response to all complaints
- Coordination with Student Conduct and Human Resources to appropriately address reports
- Oversight of the grievance process for disability based discrimination
- Increase awareness and inform educational programming

2. The mission of the UAA Office of Equity and Compliance is to facilitate a safe and healthy educational and work environment in which educational programs, employment and activities are free of discrimination and harassment. This is pursued through compliance with the university policies, procedures and programs on equal opportunity, discrimination, affirmative action, discriminatory harassment, sexual misconduct, stalking and retaliation. It is critical for all students and employees to have an awareness of where and how to report discrimination, and to be assured a consistent response to their concerns. OEC staff are necessary to ensure compliance with federal requirements and to promote the environment conducive to productive learning and employment.

3. Per the Office of Civil Rights, the Voluntary Resolution was in place until December, 2019. There were 11 comprehensive actions items to address, which have resulted in the ongoing core functions of the Office of Equity and Compliance. These action items were monitored and reported out on regularly throughout the VRA process to the Statewide Chief Title IX Officer. Per President Johnson's memo dated 1/27/2020, the Director of the Office of Equity and Compliance is to document in writing, through an annual status memo to the Chancellor, how the Board's requirement, as well as the stated expectations of the President, has been met in

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the preceding year. The status report will not only address how the Office met the expectations, but will also include any challenges and steps taken to overcome them. In addition, there is a statewide auditing process in place to monitor compliance standards for the handling of all reports that are made to the Office of Equity and Compliance.

4. There have been significant improvements over the last five year, in part mostly, to the compliance and success of the Voluntary Resolution Agreement.
 - Office of Equity and Compliance Staff – Roles have been defined and adequate training is appropriated on an annual basis
 - Notice of Nondiscrimination – Title IX language has been included in the system’s notice of nondiscrimination. This notice is published online and throughout print publications.
 - Policies and Grievance Procedures – Policies and procedures were revised which address complaints of sex and gender based discrimination regarding employees, students and third parties. There is a consistent response to all reports made.
 - Employee and Student Training – Title IX training has become mandatory for all UAA students and employees, offered both on line and in person.
 - Residence Life – Specific training is provided to all Residence Life staff and students regarding Title IX.
 - Written materials – Brochures have been developed for Title IX and VAWA, and they are distributed consistently with outreach following a report.
 - Campus Climate Committee – This committee has been in place annually since 2017, which addresses goals to improve the student learning environment on campus and emphasizes student input.
 - Campus Climate Survey – There have been two surveys provided to students in the last five years. In 2020, the survey results are being presented across campus to induce awareness and discussion.
 - Coordination with Local Law Enforcement – There has been a strengthening in collaboration and communication with the University Police Department. Leadership from OEC and UPD meet weekly to address cases and ensure a coordination of approach and response.
 - Placement of Students with Other Entities – A system has been developed to ensure students entering placements, as well as the third party entities, have information regarding what to do in response to discrimination and harassment concerns.
 - Case Reviews – From 2017 thru 2019, each report was reviewed monthly to ensure consistent response. Each case was also reviewed annually to monitor compliance and follow up.
 - Community Campus Liaisons – A Title IX liaison was identified for each community campus, which meet quarterly to ensure information is shared and reports are processed consistently.
 - Documentation – Since July 2017, all reports have been entered into Maxient as well as any case management action.

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5. Since August 2020, specific actions were taken to reduce costs.
 - Out of town investigatory interviews took place telephonically, rather than in person.
 - Prevention and Education Coordinator did not travel to community campuses to provide in person training, utilizing Zoom instead.
 - On campus interviews were not offered in the hiring process, utilizing Zoom instead.
 - There have been two full time investigator positions vacant since August, 2020.
 - Hiring for administrative support was not sought, despite a lack of position within OEC to address administrative needs.

6. Policy, State or Federal Mandates
 - BOR Policy 01.02, Discrimination
Thorough and fair investigations of discrimination, and the provision of meaningful remedies.
 - BOR Policy 01.04, Sex and Gender Based Discrimination
Each University's Title IX Coordinator is responsible for the university's compliance with Title IX.
 - Section 504 of the Rehabilitation Act of 1973
The Office of Civil Rights requires that each institution appoint a 504 Coordinator to oversee grievance processes.
 - Title IX of the Education Amendments of 1972
The Office for Civil Rights states that all universities receiving federal financial assistance must designate at least one employee to coordinate efforts and comply with Title IX, a Title IX Coordinator.
 - Violence Against Women Act
Universities must report domestic violence and stalking, and follow procedures for notifying victims of their rights.
 - Campus SaVE Act
Requires education prevention programs campus-wide

7. Potential Cuts

Currently, the Prevention and Education Coordinator is positioned in the Office of Equity and Compliance. At the same time, bystander education is led out of the Student Health and Counseling Center. In addition, the Domestic Violence Sexual Assault Coalition for Change is also managed from the SHCC. Therefore, this results in duplicate leadership in similar areas with separate reporting structure and requirements. The Center for Advocacy, Relationships and Sexual Violence is located adjacent to SHCC to facilitate collaboration and partnership opportunities in prevention programming.

The position of Prevention and Education Coordinator in the Office of Equity and Compliance will not be continued beyond June 30, 2020, delegating all Title IX training to OEC staff. As education prevention programming is federally mandated, this will require further collaboration

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and assessment of resources to address this need. Currently, a review is being conducted to provide recommendations for UAA, utilizing insight and implementation strategies from the Resource and Advocacy Center at UAF.