SEXUAL HARASSMENT MISCONDUCT ASSAULT

TITLE IX

KNOW YOUR RIGHTS
The University of Alaska is committed to providing a safe and respectful campus environment free from gender-based violence and sexual harassment (including harassment based on an actual or perceived sex, gender, sexual orientation, gender identity or gender expression).

Examples of sexual harassment include:

- Repeated requests for dates that are turned down, or unwanted flirting
- Making sexual comments about appearance, clothing or body parts
- Emails or pictures of a sexual or other harassment-related nature
- Displaying sexually suggestive objects, pictures or posters
- Telling lewd jokes or sharing sexual anecdotes
- Unwanted jokes, gestures, offensive words on clothing, unwelcome comments

When there’s a report of sexual discrimination or misconduct, the university will:

- **Stop** the discrimination.
- **Provide remedies** and other support.
- **Prevent** the recurrence of further discrimination.

How to report

To submit a report of gender-based or sexual misconduct, contact the UAA Title IX coordinator at 907-786-0818 or uaa_titleix@alaska.edu. You can make a report to the Title IX coordinator at any time, even months later. Report by calling, emailing or online at www.uaa.alaska.edu/equityandcompliance. The Title IX coordinator can help with interim measures, making adjustments to assist you in academic, housing or employment areas. Though anonymous reports are permitted, they may limit the university’s ability to investigate and respond to a report.

Help and resources

- Off-campus medical help: Call 911 or go to the nearest hospital or clinic
- On-campus medical help: Student Health and Counseling Center, 907-786-4040
- To talk to someone confidentially any time: Center for Advocacy, Relationships and Sexual Violence, 907-276-7273
- Confidential counseling: Student Health and Counseling Center, 907-768-4040
- To file a report: www.uaa.alaska.edu/equityandcompliance or 907-786-0818, or uaa_titleix@alaska.edu
Confidential reporting resources

Anyone who wishes to seek university information or support in a confidential manner may contact a confidential resource. Confidential resources will not share information about a student or received from a student without the student’s express written permission unless imminent threat to life or bodily injury exists, or there is a legal obligation to reveal such information. Going to a confidential resource will not put the university on notice of a specific allegation.

Employee Assistance Program
888-993-7650

Student Health and Counseling Center
M-F 8am-5 p.m.
907-786-4040

Center for Advocacy, Relationships and Sexual Violence
M-TH 1-5 p.m.
907-276-7273

Standing Together Against Rape
www.staralaska.com

Emergency
Call 911 (might not be confidential)

For more information on how to file a Title IX complaint, or to anonymously report sexual misconduct or sexual assault, visit www.uaa.alaska.edu/equityandcompliance.

The Office of Equity and Compliance leads the effort to ensure UAA moves beyond mere compliance with civil rights laws to embodying the principles of respect and equality for all. Contact any Title IX representative for more information.

Title IX Coordinator
907-786-0818

Title IX Reporting Resources
Dean of Students — 907-786-1214
Residence Life — 907-751-7444
Athletics — 907-786-4803

National Resources

National Domestic Violence Hotline
800-799-7233

RAINN National Sexual Assault Hotline
800-656-4673, 800-787-3224*
*TTY for deaf/hard of hearing
If you or someone you know is assaulted

• **Get support.** You don’t have to cope alone. Call someone you trust, or reach out to one of the resources listed on this brochure.
• **Get medical help.** Even if you feel fine, seek medical help if you think you may be at risk of injury, pregnancy or infection.
• **Report the incident** to the Title IX coordinator. This helps the university respond appropriately to your case and to the broader issues in our community. There is no time limit for reporting an incident to the university. When you decide, you can report to the university, to law enforcement, to both or neither.
• **Preserve evidence.** Police and forensic nurse examiners are in the best position to secure evidence of a crime. All physical evidence should be collected immediately, ideally within the first 24 hours. You can preserve evidence in the following ways: do not wash your face and hands, brush teeth or bathe; do not eat or drink; do not douche; and if you change clothes, keep them in a paper bag.

What can I do to help?

**Be an active bystander**
• Notice situations and be aware of your surroundings.
• Trust your gut. Ask yourself, “Do I sense something is wrong?”
• Feel responsible to act. Educate yourself on what to do.
• Intervene safely. Keeping yourself safe while taking action is key.

**Intervene safely**
• Bring in others to help when the situation is potentially dangerous.
• Ask the person you’re concerned about if they are OK.

**Provide options and support**
• Distract or redirect individuals in unsafe situations.
• Ask if the person wants to leave.
• Call university police or local police (911).

**Encourage safety for yourself and others**
• Have a plan. Talk to your friends about your plans and intentions before you socialize.
• Watch out for others. If you are concerned about someone, offer your support.
  Defuse situations. If you see a person coming on too strong to someone who may be too drunk to make a consensual decision, interrupt, distract or redirect the situation. If you do not feel comfortable doing so, get someone else to step in.
• Trust your instincts. If a situation does not feel right to you, remove yourself and others from the situation if possible.
Amnesty

The university will give amnesty for minor violations such as drug use or underage drinking to the reporting party or witnesses who report sexual assault or harassment misconduct to the Title IX coordinator that occurred while they were under the influence.

Retaliation

The university expressly prohibits retaliation. Report incidents of retaliation to the Title IX coordinator.

Examples of sexual assault

- Someone had sex with you while you were incapacitated from alcohol or drugs. You may have been asleep, passed out, too drunk to know what was happening, or too drunk to stop it.
- You agreed through words or actions to do one thing, but were forced to do more.
- You were kissing someone, and the physical intimacy escalated. You said no, but the other person continued. You did not consent and did not willingly participate. The other person had sex with you anyway.
- Your partner forced you to have sex when you did not want it.

Duty to report

For the university to respond effectively and to proactively stop instances of gender-based and sexual misconduct, all employees must report information about alleged or possible sexual misconduct to a member of the Title IX office. University counselors and health care providers are considered confidential resources, and are not required to inform Title IX staff when they receive a report. For more information visit www.alaska.edu/titleixcompliance/responsible-employee/.
**UAA, Title IX and you**

If you’ve been sexually assaulted or threatened, UAA has ways to help, including, but not limited to:

- Providing a campus escort or other transportation arrangements.
- Adjusting your classroom seating or making changes to class schedule.
- Changing your or your harasser’s residence on campus.
- Providing counseling.
- Guiding you to medical services in cases of sexual assault.
- Offering tutoring, mentoring and opportunities to make up work/exams following an assault.
- Allowing you to retake a course or withdraw from a class without penalty.
- Changes in university work schedule or job assignment.
- Imposition of on-campus “no contact” orders.

Contact the Title IX coordinator for assistance at uaa_titleix@alaska.edu or 907-786-0818.

**Our commitment to safety**

Title IX gives everyone the right to equality in education. No sexual harassment. No sex discrimination. Just learning.

Our sexual misconduct policy applies to students and employees. Know your rights. Know your Title IX.

**What is Title IX?**

Title IX is a federal civil right that prohibits sex discrimination in education. All members of the university community and visitors have the right to be free from all forms of gender and sex-based discrimination, including sexual violence, sexual harassment, domestic violence, dating violence and stalking.

**Title IX policy overview**

The university prohibits sexual misconduct including sexual harassment, dating violence, domestic violence, sexual assault and stalking. If an act of gender-based or sexual misconduct occurs, the university will take steps to stop the behavior, prevent its recurrence and provide remedies for the victim.

See Board of Regents Policy at [www.alaska.edu/bor/policy/01-04.pdf](http://www.alaska.edu/bor/policy/01-04.pdf).

**UA policy and regulations**

Find more information about the University of Alaska Board of Regents’ policies on nondiscrimination and sexual and gender-based discrimination at [www.alaska.edu/bor/policy/01-02.pdf](http://www.alaska.edu/bor/policy/01-02.pdf) and [www.alaska.edu/bor/policy/01-04.pdf](http://www.alaska.edu/bor/policy/01-04.pdf).
Title IX coordinator

The Title IX coordinator responds to all complaints of sex discrimination or harassment for faculty, staff and students. The Title IX Office can help with interim measures and can explain the university’s policy and procedures for pursuing an investigation and resolution through the grievance procedures.

Interim measures could include changes in class schedules or living arrangements, obtaining a no-contact directive, getting counseling, connecting with Disability Support Services, or temporarily modifying test schedules or other class requirements.

Investigation

When the university receives a report of gender-based or sexual misconduct, the Title IX coordinator is notified. When the victim chooses, or the university believes it is necessary, the Title IX coordinator will initiate a prompt, fair and impartial investigation. Investigations are to determine:

• If prohibited conduct has occurred.
• If there is an ongoing risk of harm and if so, what steps should be taken to prevent that risk.
• What resources or safety measures are needed for the reporting party or for the greater university community.
• Whether the behavior warrants review by the Student Conduct or Human Resource offices.
• If systemwide or local changes to policies, practices or training should be considered and implemented.

No matter who you are or where or when it happened, if someone sexually assaults you, sexually harasses you or discriminates against you because of your gender, identity or expression, you have the right to get help and to continue your education.
SEXUAL HARASSMENT IS DISCRIMINATION. IT INCLUDES:

- Unwelcome sexual advances or contact
- Gender stereotyping
- Pressure for sexual favors
- Relationship violence
- Date rape
- Nonconsensual intercourse
- Sexual assault

GET CONSENT

If you’re going to be sexually intimate, get a yes. Every time, the entire time.

- Yes means yes. Yes is ESSENTIAL.
- No means no.
- Silence does not mean yes. Neither does being passive or intoxicated.
- Stop if asked. Consent can be withdrawn at any time. Be clear about it and respect the choice.