

Dating Violence, Domestic Violence, Sexual Assault, or Stalking

Know Your Rights and Options

If you are, or think you have been, the victim of sexual assault, dating violence, domestic violence, or stalking, you have rights and choices. You are not alone. The University of Alaska cares about your safety and well-being. We want you to be informed and to understand all your options.



If you have any questions about the material in this brochure, or need assistance, please contact the Title IX Coordinator
uaf-tix@alaska.edu or 907-474-7300

Resources for Medical Examination and Evidence collection

Options for medical attention following an assault include:

Fairbanks Memorial Hospital

1650 Cowles St.
907-452-8181

Sexual Assault Nurse Examiners or Sexual Assault Response Teams

907-452-8181

Or any local police station.

What you should do if violence, sexual assault

- 1 Seek safety.** Safety is the most important thing. Get to a safe place whether in your home, with a friend or family member, in a medical facility, or at a police station.
- 2 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.
- 3 Get medical attention.** We urge you to seek medical attention, including a specialized medical examination to collect and preserve important evidence. Medical attention can reduce the risk of injury, pregnancy, and/or infection.
- 4 Preserve evidence.** All physical evidence should be collected immediately, ideally within the first 24 hours. Even if you choose not to report to law enforcement, the medical evidence collection process gives you the chance to safely store DNA evidence should you decide to report at a future time. You should make every effort to NOT bathe, douche, smoke, change clothing, or clean the bed/linen/area where the assault occurred. If you change clothes, keep them in a paper bag. Police and forensic nurse examiners are in the best position to secure evidence of a crime. Evidence also may be helpful in obtaining a protection order. You are encouraged to save text messages, instant messages, social networking pages, and other communications, as well as keep pictures, logs, or other copies of documents that would be useful to university adjudicators, investigators, or police.
- 5 Report the incident.** We strongly encourage you to report the incident. Detailed information on reporting is included in this brochure.

dating violence, domestic or stalking has occurred:

Multiple resources and options for reporting are included in this brochure. The Title IX Coordinator can help with accommodations and protective measures – making adjustments to assist you with academics, housing, or employment. There is no time limit for reporting. When you decide you're ready, you can report to the university, to law enforcement, or to both. You can also decide not to report.

Options for assistance, adjustments, support and protective measures:

Upon your request, the university can assist you with obtaining services and support following a report of dating violence, domestic violence, sexual assault, or stalking, regardless of whether you choose to make a report to campus police or local law enforcement.

If reasonably available, options include, but are not limited to, changes to academic, living (for existing residents), working, or transportation situations including:

- Rescheduling of exams and assignments;
- Changing class schedules or assisting in withdrawal without penalty;
- Changing university work scheduling or job assignments;
- Changing campus housing;
- Making transportation arrangements or arranging a safety escort;
- Imposing an on-campus “no-contact order,” an administrative action designed to stop contact and communications between two or more individuals; and
- Fully or partially restricting the respondent’s access to the University or University services or functions

To request changes to academic, living, transportation, and/or working situations or protective measures, contact either the Title IX Office, the Center for Student Rights and Responsibilities on the Fairbanks campus, Student Services at community campuses, and/or the Department of Residence Life.

If you wish to receive assistance requesting these adjustments, contact the Department of Equity and Compliance at 907-474-7300 or uaf-tix@alaska.edu, or by visiting the 3rd floor in Constitution Hall.

Alaska reporting:

Anchorage
University Police
Department*
Eugene Short Hall 114
911 or 907-786-1120

Anchorage Police
Department
716 W. 4th Ave.
911 or 907-786-8900

Bethel Police Department
157 Salmonberry
911 or 907-543-3781

Cordova Police
Department
610 Railroad Ave.
911 or 907-424-6100

Dillingham Public Safety
Department
141 Main St.
911 or 907-842-5354

Fairbanks
UAF Police Department*
Whitaker Building
1788 Yukon Dr.
911 or 907-474-7721

Fairbanks Police
Department
911 Cushman St.
911 or 907-450-6500

Fort Yukon Police
Department
170 E 7th Ave
911 or 907-662-2311

Glennallen
Alaska State Troopers
911 or 907-822-3263

Homer Police Department
4060 Heath St.
911 or 907-235-3150

Juneau Police Department
6255 Alaway Ave.

Reporting Incidents of Domestic Violence, Dating Violence, Sexual Assault, and Stalking:

If you have been the victim of domestic violence, dating violence, sexual assault, or stalking, report the incident promptly to the Title IX Coordinator.

University reporting options include:

University Police Department
1788 Yukon Dr
907-474-7721
www.uaf.edu/police/

Title IX Coordinator
3rd Floor, Constitution Hall
907-474-7300
uaf-tix@alaska.edu www.uaf.edu/titleix/

UA Confidential Hotline
855-251-5719
www.alaska.ethicspoint.com

Online reporting options include the ability to report anonymously or disclose your full or partial identity.

Talking to university employees:

All faculty and staff, including residence life student employees, are considered responsible employees and are required to report incidents to the Title IX Coordinator. If you talk to them about an incident, they are required to report it to the Title IX Office.

University counselors, clergy, or persons with a professional license requiring confidentiality who are working within that license are considered confidential employees and are not required to make reports to the Title IX office.

Learn more at: <https://www.alaska.edu/titleIXcompliance/responsible-employee/>

Optional Involvement of Law Enforcement or Campus Authorities

Although the university strongly encourages all members of its community to report incidents to law enforcement, it is your choice. You have the right to decline to notify law enforcement. The Office of Equity and Compliance is here to assist you with notifying law enforcement if you desire.

* Any reports of domestic violence, dating violence, sexual assault, or stalking made to university police will automatically be referred to the Title IX Coordinator for assessment, and investigation when deemed appropriate, regardless of whether there is a criminal investigation or proceeding.

How the university will protect your privacy and confidentiality:

Personally identifiable information, accommodations, and protective measures for you and others will be treated as private and only shared with persons who have a specific need-to-know, such as those who are investigating/adjudicating your report or those involved in providing support services you may require, including protective measures, counseling, or residence changes. Absolute confidentiality may not be maintained in all circumstances, especially if the university must take action to protect others.

The university does not publish the names or other identifiable information of crime victims in the daily crime log or annual crime statistics that are disclosed in compliance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (referred to as “the Clery Act”). To keep the campus safe and prevent crimes of a similar nature from occurring, at times the university will issue an emergency alert known as a “timely warning.” That alert will be sent to the university community and include what is happening / has happened, tips for prevention, and how to keep yourself safe. Your information will not be shared in those warnings.

911 or 907-586-0600

Kenai Police
Department
107 S. Willow St.
911 or 907-283-7879

Ketchikan Police
Department
361 Main St.
911 or 907-225-6631

Kodiak Police
Department
2160 Mill Bay Rd.
911 or 907-486-8000

Nome Police
Department
102 Greg Kruschek Ave.
911 or 907-443-5262

Palmer Police
Department
423 S. Valley Way
911 or 907-745-4811

Sitka Police Department
304 Lake St. #102
911 or 907-747-3245

Soldotna Police
Department
44510 Sterling Hwy.
911 or 907-262-4455

Valdez Police
Department
212 Chenega Ave.
911 or 907-835-4560

**Any reports of domestic violence, dating violence, sexual assault, or stalking made to university police will automatically be referred to the Title IX Coordinator for assessment and investigation, when deemed appropriate, regardless of whether there is a criminal investigation or proceeding.*

On-Campus Resources

Support services within the university and in the community:

Numerous resources and services are available to you on campus and in the community, including counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, and student financial aid support (including assistance applying for a leave of absence and addressing any concerns about loan repayment terms and conditions). Information about student financial aid can be found at <https://uaf.edu/finaid/> or by calling the Office of Financial Aid at 907-474-7256.

UAF Student Health and Counseling

203 Whitaker Building
1788 Yukon Drive
Phone: 907-474-7043

Center for Student Rights and Responsibilities

Eielson Building, Room 110
Phone: 907-474-7317

Disability Services

Director of Disability Services
Whitaker Building, Room 208
Phone: 907-474-5655

Residence Life

Director, Residence Life
Moore-Bartlett-Skarland Complex
907-474-1956

Student Financial Aid

Office of Financial Aid
Eielson 107
907-474-7256

UA Human Resources

211 Butrovich Building
907-450-8200

Employee Assistance Program

Provided by ComPsych
1-888-969-0155

Additional Title IX Contacts

Bristol Bay Campus
907-842-5109

Chukchi Campus
907-978-0425

Community and Technical College
907-455-2863

Interior Alaska Campus
907-474-6770

Kuskokwim Campus
907-543-4562

Northwest Campus
907-443-8416

Toolik Field Station
907-474-2466

Legal Assistance

UAF does not offer on-campus legal assistance. Students may be eligible for a 30-minute consultation with an attorney through ASUAF (907-474-5153). Employees may be eligible for a 30-minute consultation with an attorney through LifeWorks (1-877-849-6034). Some off-campus resources may offer legal assistance.

Off-Campus Resources

Counseling, Health, and Mental Health and Victim Advocacy

The University of Alaska has compiled a list of off-campus locations where students may seek counseling, health, mental health, and victim advocacy services:

From Anywhere in the United States

National Domestic Violence Hotline
1-800-799-SAFE (7233)
Text “START” to 88788

StrongHearts Native Helpline
1-844-762-8483

STAR–Standing Together Against Rape
1057 W. Fireweed, #230
Anchorage, AK 99503
Office: 907-276-7279
Crisis: 907-276-7273
Toll Free: 800-478-8999

From Anywhere in Alaska

Careline Crisis Intervention
Phone: 877-266-4357
Text “4help” to 839863
3-11 p.m., Tuesday–Saturday

Bethel

TWC–Tundra Women’s Coalition
2248 6th Ave.
Bethel, AK 99559
Office: 907-543-3444
Crisis: 800-478-7799 / 907-543-3456

Anchorage

AWAIC–Abused Women’s Aid in Crisis
100 W. 13th Ave.
Anchorage, AK 99501
Office: 907-279-9581
Crisis: 907-272-0100

Cordova

CFRC–Cordova Family Resource Center
509 1st St.
Cordova, AK 99574
Office: 907-424-5674
24-Hr Help: 907-424-4357
Text Help (7am-11pm): 860-407-8001

FNSP–Forensic Nursing Services of
Providence
24/7 Phone: 907-212-8544

Dillingham

SAFE–Safe And Fear-Free Environment
P.O. Box 94, 21 G St. West
Dillingham, AK 99576
Office: 907-842-2320
Listening Line: 800-478-2316 /
907-478-2316

SARC–Elmendorf Sexual Assault
Response Coordinator
7153 Fighter Dr.
JBER, AK 99501
Phone: 907-384-7272

Fairbanks

Alaska Native Women’s Resource
Center
P.O. Box 80382
Phone: 907-328-3990

SARC–Fort Richardson Sexual Assault
Response Coordinator
Richardson Drive, Bldg. 600, B365
JBER, AK 99505
Phone: 907-230-7572, 907-384-7272

Alaska Native Women's Resource
Center
P.O. Box 80382
Phone: 907-328-3990

Fairbanks Regional Public Health
1025 Barnette St
Phone: 907-452-1776

Eielson Air Force Base
Sexual Assault Prevention Response
(SARP)
24/7 Helpline: 907-377-7272

Fort Greely
SHARP Hotline
Phone: 907-873-4708

Fort Wainwright
SHARP Hotline
Phone: 907-353-7272

Interior Alaska Center for Non-
Violent Living
Phone: 907-452-2293

Tanana Chiefs Conference Family
Centered Service
Phone: 907-452-8251 ext. 3482

Homer

SPHH–South Peninsula Haven
House
3776 Lake Street, Suite 100
Homer, AK 99603
Office: 907-235-7712
24/7 Helpline: 907-235-8943

Juneau

AWARE–Aiding Women in Abuse
and Rape Emergencies
P.O. Box 20809
Office: 907-586-6623
24/7 Helpline: 907-586-1090

Ketchikan

WISH–Women in Safe Homes
P.O. Box 6552
Ketchikan, AK 99901
Office: 907-228-4099
24/7 Helpline: 800-478-9474 /907-
225-9474

Kenai

The LeeShore Center
325 S. Spruce St.
Kenai, AK 99611
Office: 907-283-9479
24-Hour Crisis: 907-283-7257

Kodiak

KKWRCC–Kodiak Women's Resource
and Crisis Center
P.O. Box 2122
Kodiak, AK 99615
Office: 907-486-6171
24-Hour Crisis: 907-486-3625

Providence Kodiak Island Counseling
Center
Office: 907-481-2400

Kotzebue

MFCC–Maniilaq Family Crisis Center
P.O. Box 38
Kotzebue, AK 99752
Office: 907-442-3742
Hotline: 888-478-3969

Nome

BSWG–Bering Sea Women's Group
P.O. Box 1596
Nome, AK 99762
Office: 907-443-5491
24-Hour Line: 907-443-5444

Palmer

Alaska Family Services
1825 Chugach St.
Palmer, AK 99645
Phone: 907-746-4080
24-Hour Hotline: 907-746-4080

Seward

SeaView Community Services
302 Railway Avenue
Seward, AK 99664
Office: 907-224-5257
Crisis: 907-224-3027 / DV Crisis: 907-362-1843

Sitka

SAFV–Sitkans Against Family Violence
P.O. Box 6136
Sitka, AK 99835
Office: 907-747-6511
Crisis: 800-478-6511 /907-747-6511
Text “SAFV” to 907-623-7820 (8am-11pm)

Soldotna

KPC–Counseling and Health
Office: 907-262-0383

Unalaska

USAFV–Unalaskans Against Sexual Assault and Family Violence
P.O. Box 36
Unalaska, AK 99685
Office: 907-581-1500
Crisis: 800-478-7238 /907-581-1500

Valdez

AVV–Advocates for Victims of Violence
P.O. Box 524
Valdez, AK 99686
Office: 907-835-2980
Crisis: 907-835-2999 /907-255-2985 / 907-255-2986

Wasilla

Mat- Su Regional Medical Center
2500 Woodworth Loop
Palmer, AK 99645
(907) 861-6464

Additional Off-Campus Resources

Protective Orders (Restraining Orders)

The university does not issue protective orders (also known as restraining orders); however, the Alaska Court System may issue domestic violence, stalking, and sexual assault protective orders if the complainant files a petition requesting an order and provides sufficient factual detail for a judicial officer to issue an order. Protective orders issued out of state or by non-state tribunals may be enforceable in Alaska if they are registered with the Alaska Court System or the petitioner has a copy available when contacting law enforcement. Further information regarding protective orders is available at <https://courts.alaska.gov/shc/dv/index.htm>, or by calling the Family Law Self-Help Center at 907-264-0851 or 866-279-0851.

The Alaska Legal Services Corporation (ALSC) provides civil legal services to low income and disadvantaged people and communities to protect their safety and health, and to promote family stability. The ALSC has 12 locations, including offices in Fairbanks, Bethel, Dillingham, Kotzebue and Nome. For contact information for each location, go to: www.alsc-law.org/contact-us

The Interior Alaska Center for Non-Violent Living provides legal advocacy assistance for dating violence and domestic violence victims, and provides legal resource information on its webpage, located at: <https://iacnvl.org/legal-advocacy/>

Visa and Immigration Services

The Alaska Institute for Justice's (AIJ) mission is to promote and protect the human rights of all Alaskans, including immigrants, refugees, and Alaska Native communities, by providing critical services to these underserved populations, including legal representation, language interpretation services, training, and educational programs. The AIJ provides services to immigrant victims of domestic violence and sexual assault. For contact information, go to: <http://www.akijp.org/who-we-are/>

Student Financial Aid

The Alaska Commission on Postsecondary Education and Alaska Student Loan Corporation provide financial aid for college and career planning. For contact information, go to: acpe.alaska.gov/Contact-Us

What happens after a report of Domestic Violence, Dating Violence, Sexual Assault, or Stalking?

When an incident is reported, the following will be assessed:

- If there is an ongoing risk of harm, and if so, what steps should be taken to prevent any further harm.
- What resources or safety measures are needed for the complainant and/or university community.
- Whether the alleged behavior warrants further action by the Title IX, Student Conduct, or Human Resource Offices.
- If changes to policies, practices, or training should be considered and implemented.
- When deemed appropriate, the Title IX Coordinator, Student Conduct Office, or Human Resources Office will initiate a prompt, fair, and impartial investigation to determine if prohibited conduct has occurred.
- Whether any policy-mandated procedural prerequisites to an investigation have been met (e.g., the filing of a written formal complaint with the Title IX Coordinator). If not, the Title IX Coordinator, Student Conduct Office, or Human Resources Office will inform the complainant of any actions needed to initiate an investigation.

University-initiated protective measures

The Title IX Coordinator can implement protective measures as necessary, including no contact orders, residence hall relocations, adjustments of course schedules, leaves of absence, or position reassignment. These measures may be provided to any party, regardless of whether a formal complaint has been filed.

For more complete information please review UAF's Annual Security & Fire Safety Report available at <https://uaf.edu/csrr/safety-prevention/security-fire.php>. What is presented here is a shortened overview.

Adjudication of Allegations

Sex and gender-based misconduct may result in a single university policy violation or a combination of multiple university policy violations, dependent on the fact pattern and the circumstances.

Reported behavior which, after assessment, appears to meet the jurisdictional requirements and definitions of prohibited conduct under Board of Regents' Policy Chapter 01.04 (Title IX) will be addressed first under Chapter 01.04.

However, if information is discovered which changes the coverage assessment, the Chapter 01.04 process will end and the reported behavior will be addressed under any other applicable chapter(s).

The following sections describe each Chapter.

Regents' Policy and University Regulation Chapter 01.02

A full version is located at: <https://www.alaska.edu/bor/policy-regulations/>

How the University Determines Whether This Policy will be Used

The Department of Equity and Compliance reviews reported allegations to determine whether the alleged conduct constitutes unlawful discrimination and falls within this policy's jurisdiction.

Steps in the Process

- **Informal Resolution (Optional)** — The purpose of informal resolution is to inform individuals of their offensive behavior, educate them about it, and allow them the opportunity to voluntarily correct inappropriate behavior without disciplinary action. Informal resolution may include informing the person about the behavior and/or writing a letter concerning the behavior and requesting that the behavior be stopped. If informal resolution efforts fail to achieve satisfactory results or if informal resolution is inappropriate when considering the circumstances, informal resolution efforts will end.
- **Investigation** — Investigations are conducted by a university investigator who makes findings of responsibility or no responsibility and forwards findings of responsibility to the appropriate office, such as Student Conduct or Human Resources, based on the respondent's affiliation, for discipline.
- **Discipline** — For student respondents, the Center for Student Rights and Responsibilities imposes or recommends discipline as outlined in University Regulation 09.02.040. For employee respondents, UA Human Resources imposes discipline according to Regents' Policy Chapters 04.07 and 04.08 and applicable collective bargaining agreements. For respondents that are both

students and university employees, all applicable discipline procedures may be used. For third-party respondents, discipline is imposed by campus leadership.

- **Appeal** — The parties have an opportunity to appeal the outcome. Instructions for filing an appeal will be provided at the time the outcome is delivered.

Standard of Proof

Findings are made using the preponderance of the evidence standard.

Regents' Policy and University Regulation Chapter 01.04

A full version is located at: <https://www.alaska.edu/bor/policy-regulations/>

How the University Determines Whether This Policy Applies and Whether to Proceed with an Investigation; Supportive Measures

The Department of Equity and Compliance reviews reported allegations to determine whether the alleged conduct constitutes unlawful discrimination and falls within this policy's jurisdiction.

The Title IX Coordinator (or designee) engages in an interactive process with the complainant to discuss supportive measures, determine whether the complainant wants to proceed with an investigation or whether the circumstances require the university to proceed with an investigation, and explain the process for filing a formal complaint.

Steps in the Process

- **Formal Complaint** — A written formal complaint is required to proceed with an investigation. Sex- and gender-based allegations that do not meet the requirements of Regents' Policy and University Regulation Chapter 01.04 must be dismissed and addressed under a different policy.
- **Informal Resolution (Optional)** — Any party may request to use the university's informal resolution process (which may involve, for instance, mediation, training, restorative justice, developmental opportunities, or apologies) to resolve a formal complaint any time after the formal complaint is filed but before a determination of responsibility has been made. Informal resolution is not available in cases alleging sexual harassment by an employee against a student. As long as all parties agree in writing to attempt the informal resolution process, the formal grievance process will stop and the informal resolution process will begin. If any party no longer wishes to use informal resolution, the informal resolution process will end and the formal grievance process will resume. If informal resolution is successful, the formal resolution process will end without further investigation, hearings, or findings.

- **Investigation** — Equity and Compliance investigator(s) will conduct an investigation that objectively gathers all relevant evidence, including both inculpatory and exculpatory evidence, and does not make credibility assessments based on a person’s status as a complainant, respondent, or witness. The burden of gathering evidence rests on the university and not on the parties; however, the parties may share relevant witnesses and evidence with the investigator. When the investigation ends, the parties will be given the opportunity to review and respond to all evidence related to the allegations which was obtained during the investigation. Then the investigator will write an investigative report summarizing the evidence, and the parties will also be given an opportunity to respond to the report before a live hearing is held.
- **Hearing** — At a live hearing before a decision-maker, each party will have the opportunity to cross-examine, through their own advisor, any other participating parties and witnesses. After the hearing, the decision-maker will issue a written decision stating whether university policy has been violated and, if there is a finding of responsibility, announcing discipline and remedies.
- **Discipline** — The written determination regarding responsibility provided by the decision-maker will include any disciplinary sanctions the university imposes on the respondent and the date sanctions take effect, absent any appeal.
- **Appeal** — Each party will have an opportunity to appeal the outcome. Instructions for filing an appeal will be provided at the time the outcome is delivered.

Standard of Proof

Findings are made using the preponderance of the evidence standard.

Regents’ Policy and University Regulation Chapter 09.02

A full version is located at: <https://www.alaska.edu/bor/policy-regulations/>

How the University Determines Whether This Policy will be Used

Anyone may report an alleged violation of the Student Code of Conduct to a student conduct administrator. The university also may initiate a student conduct review, regardless of whether or not a formal allegation is submitted by a complainant.

A student conduct administrator will then review the allegations and conduct an appropriate preliminary investigation to determine:

- whether to dismiss the matter because insufficient information exists to support the accusation; or
- whether sufficient information exists to warrant further student conduct

proceedings, and, if so, whether the allegations, if substantiated, will subject the student to a major or a minor sanction.

Steps in the Process

- **Administrative Review/Investigation** — Investigations are conducted by a student conduct administrator who makes findings of responsibility or no responsibility and assigns or recommends sanctions. During an administrative review, the student conduct administrator reviews the allegations and available information regarding the matter, and the student is given an opportunity to present relevant information or explanations, names of witnesses, and/or mitigating factors for the alleged violation. Findings and conclusions are based upon information obtained during the review.
- **Review of Recommendations for Major Sanctions** — Recommendations for major sanctions are submitted for review and approval first to a senior student services professional and then to the Chancellor.
- **Appeal** — The respondent will be given an opportunity to appeal the outcome. Instructions for filing an appeal will be provided at the time the outcome is delivered.

Standard of Proof

Findings are made using the preponderance of the evidence standard.

Regents' Policy and University Regulation Chapters 04.02, 04.07, 04.08, 04.10, 04.11 and 09.05

These policies cover:

- General Personnel Policies
- Employee Relations
- Dispute and Grievance Resolution
- Ethics and Conduct
- Collective Bargaining
- Employment of Students

How the University Determines Whether These Policies will be Used

If the Department of Equity and Compliance determines a report of sex- or gender-based misconduct is not covered by Chapter 01.02 or 01.04, and the alleged conduct was committed by a university employee, the Department of Equity and Compliance will make a referral to UA Human Resources. UA Human resources will review the report and determine whether any policy applies to the alleged conduct.

Steps in the Process

- **Review** — The report will be reviewed to determine whether the conduct is prohibited by policy or whether insufficient information exists to support the allegation. If the conduct is prohibited by policy and there is sufficient information to support the allegation, an investigation will commence. If not, the matter will be dismissed.
- **Investigation** — An administrative investigation will be used to gather information and make a determination on whether the employee's behavior was a violation of policy.
- **Discipline** — UA Human Resources, working with the employee's supervisor, will determine the appropriate employment action based on the findings and in accordance with the appropriate UA Board of Regents' Policy and University Regulations, collective bargaining agreement, if applicable, and any other applicable rules.
- **Appeal** — Each party will be given an opportunity to appeal the outcome. Instructions for filing an appeal will be provided at the time the outcome is delivered.

Standard of Proof

Findings are made using the preponderance of the evidence standard.

General Grievance Process Information

The university's grievance resolution processes include prompt, fair, and impartial investigations and resolutions conducted in a manner consistent with university policy. Resolution usually is completed within 180 business days of a report. However, time frames may be extended for good cause with written notice to each party. University officials involved in the investigation and adjudication of domestic violence, dating violence, sexual assault, and stalking complaints are annually trained on these issues and on how to conduct fair investigations and hearings that protect the complainant's safety, promote accountability, and provide due process to the parties.

The complainant and respondent will each receive timely notice for meetings at which the complainant or respondent, or both, may be present;

The complainant, the respondent, and appropriate officials will have timely and equal access to any information that will be used during formal and informal disciplinary meetings and hearings;

The institutional disciplinary procedures will not be conducted by officials who have a conflict of interest or bias for or against the complainant or the respondent;

The complainant and the respondent will have the same opportunities to have others present during any institutional proceeding. The complainant and the respondent each have the opportunity to be advised by an advisor of their choice, including an advisor they choose at their own expense, at any stage of the process, and to be accompanied by that advisor to any related meeting or proceeding. The advisor may be a friend, relative, student, faculty, or staff member, advocacy organization staff member or volunteer, union representative, or attorney. A witness in the grievance process may also be an advisor, and any perceived “conflict of interest” will be taken into account by the decision-maker. The University will not limit the choice of advisor or presence of the advisor for either the complainant or the respondent in any meeting or institutional administrative proceeding. For live hearings held under Title IX policy, parties who do not have an advisor will be assigned an advisor by the University;

Findings will be made using the preponderance of the evidence standard;

The complainant and the respondent will be notified simultaneously, in writing, of any initial, interim, and final decision of any administrative proceeding; and

Where an appeal is permitted, the complainant and respondent will each be notified of their rights within the appeal process.

Amnesty

The university may provide amnesty for conduct that would warrant minor sanctions under the Student Code of Conduct, such as underage drinking or prohibited drug use, that is related to misconduct reported under Regents’ Policies and University Regulations 01.04 and 09.02.

Retaliation

The university expressly prohibits retaliation (including intimidation, threats, coercion, or any other adverse action based on a person’s reporting or other participation in the university’s grievance processes) and recommends immediately reporting incidents of retaliation.

Possible Sanctions

The discipline range for students includes letter of expectations, warning, discretionary sanctions (e.g., community service, educational classes, research), denial of benefits, restitution, disciplinary probation, restricted access (to part or all of campus), suspension*, or expulsion, or revocation of a degree.

For employees, the discipline range includes written reprimand, disciplinary probation, suspension*, or termination for cause.

*For students, suspensions can be one semester or longer in duration. A suspension less than one year is unlikely. If a student who is suspended seeks to re-enroll, they must submit a written request that includes a statement from a mental health professional who is not affiliated with the University of Alaska and who is licensed to practice psychotherapy or personal counseling. The statement must affirm the student participated in an assessment with that provider and complied with any recommendations for treatment. The respondent must also sign a release of information allowing UA officials to speak to the provider. If a student receives permission to re-enroll, they will be placed on disciplinary probation for a period of one year from the date of their re-enrollment. Employees may be suspended without pay for not more than ten working days. A suspended employee will not receive holidays, wages, sick or annual leave accrual, or other benefits based on hours during the leave period, but will continue to be covered by the applicable group insurance program.

Nondiscrimination

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Department of Equity and Compliance - Title IX Office

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3rd Floor, Constitution Hall
Email: uaf-tix@alaska.edu
Phone: 907-474-7300

Center for Student Rights and Responsibilities

<https://www.uaf.edu/csrr/>
110 Eielson Building
Email: uaf-studentrights@alaska.edu
Phone: 907-474-7317

Department of Residence Life

<https://uaf.edu/reslife/>
MBS Complex
Email: uaf-housing@alaska.edu
Phone: 907-474-7247

UA Human Resources

<https://www.alaska.edu/hr/>
211 Butrovich Building
Email: ua-hr@alaska.edu
Phone: 907-450-8200

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