

Keyboard Access and Audio Preference

Throughout this training, click the left arrow key to return to the previous slide and the right arrow key or B for the next slide. On most slides, the next slide navigation option is delayed to allow time to read. Use tab, enter, and the up and down arrow keys to interact with the content, including pop-up layers.

The audio narration corresponds to the visible text. Screenreading software may let you process the audio more quickly. If you encounter problems accessing this training with a screenreader, please contact uaa_design@alaska.edu and your Title IX office.

Would you like to turn on the audio narration?

YES

NO

Welcome

This training discusses sexual harassment, sex and gender-based discrimination, sexual assault, dating and domestic violence, and stalking. It should take approximately 30 to 45 minutes to complete. We understand these topics can cause discomfort. If you need to take a break at any point, you can resume this training where you left off.

[Support resources](#) are available if you would like to speak confidentially with someone.

Trigger warning: We understand that these topics can cause discomfort. If you need to take a break at any point, you can resume this training where you left off. In the event you are unable to complete this training due to personal experiences, [click here](#) to request to be released from the training requirement.



UNIVERSITY
of ALASKA

Many Traditions One Alaska



Introduction and Learning Objectives

In this training, you will learn:

- how to identify sex and gender-based discrimination, sexual assault, dating and domestic violence, and stalking and what you can do to help prevent it
- how to make a report and what to expect when you make a report
- what a “Responsible Employee” is and their reporting requirements
- the steps to the Title IX process, and
- what supportive measures are and how to access the resources available to you



Why This Training?

Commitment to Safety and Respect at UA

UA is committed to fostering a safe and healthy environment in which educational programs, employment, and activities are free from sex-and-gender-based discrimination and harassment.

Our students, employees, and campus visitors are expected to treat each other with respect and dignity, and to exemplify the way all Alaskans should be treated in communities across the state. We all have a responsibility to ensure safe and respectful environments on university property or in association with university-sponsored activities. This includes, but is not limited to, online courses, physical classrooms, offices, laboratories, field sites, residence halls, events and activities, etc.

Sex and gender-based discrimination training, required of all employees and students, is one of many ways to engage in a respectful culture at the university. More information about additional educational and awareness programs will be provided at the end of this training.

Respect

Commitment to Safety and Respect at UA

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Respect

Respect includes members of our community who hold one another in an unconditional positive regard and appreciate one another for being unique individuals whose different experiences and perspectives contribute positively to a greater whole. As a result, this contributes to employees and students' feelings of safety, worth and value.



At UA, Discrimination Is Not Welcome

UA Nondiscrimination Statement

In accordance with federal and state law, it is the policy of the University of Alaska Board of Regents that illegal discrimination against any individual because of race, religion, color, national origin, citizenship, age, sex, physical or mental disability, status as a protected veteran, marital status, changes in marital status, pregnancy, childbirth or related medical conditions, parenthood, sexual orientation, gender identity, political affiliation or belief, genetic information, or other legally protected status is prohibited.

University of Alaska Board of Regents' Policy and University Regulation. For more information, see: <https://www.alaska.edu/bor/policy/01-02.pdf>

UA is an AA/EO employer and educational institution and prohibits illegal discrimination against any individual: www.alaska.edu/nondiscrimination.



UAA PHOTO

Fighting Against Discrimination

The University of Alaska (UA) pursuant to Title IX of the Education Amendments of 1972, does not discriminate against its students, faculty, or staff based on sex or gender. The University is committed to providing a supportive learning and working environment and fostering safe, healthy relationships among our campus community. As such, the University and members of our community will not tolerate the offenses of dating violence, domestic violence, sex and gender-based discrimination, sexual assault, stalking, or retaliation.

This program is intended to help you learn more about these issues, as you play an important role in keeping our campus safe.

Responsible Employees

- **All UA staff, faculty, and Residence Life student employees are designated as “responsible employees” under Title IX**, with the limited exception of counselors, clergy, or other persons with a professional license requiring confidentiality who are working within that license.
- **“Responsible employees” must report alleged sexual misconduct** they become aware of, regardless of an allegation’s severity or believability, **within 24 hours** to their campus Title IX coordinator. Failure to report may lead to discipline.
- **Student employees, with the exception of those working in Residence Life, are not designated responsible employees** at the university. However, all members of the university community are encouraged to report any suspected instances of sexual misconduct.



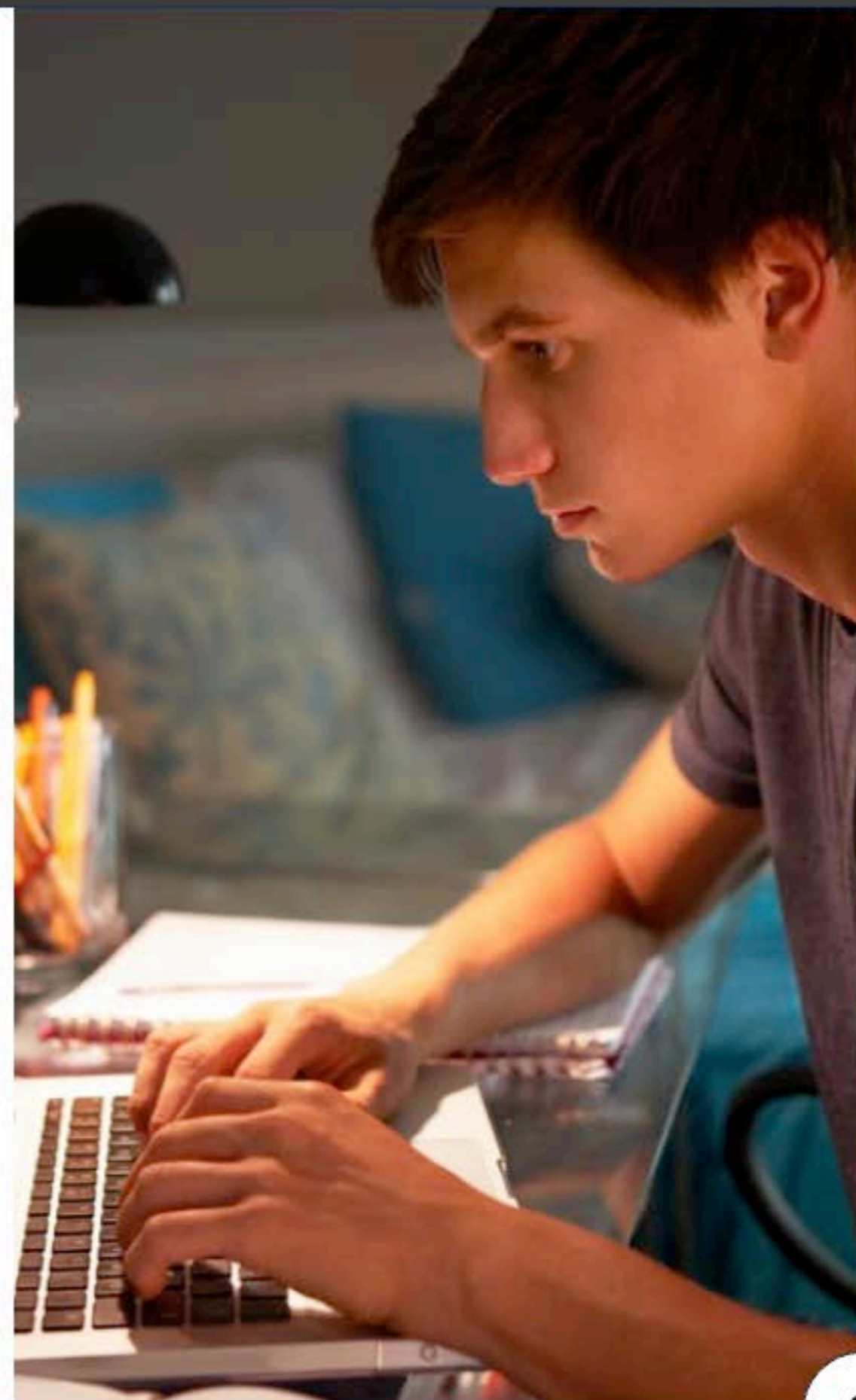
UAS PHOTO

Let's Talk About Title IX

Title IX Protects You

Many students think of Title IX as a “campus-based” protection, but it extends to all UA students in the United States, regardless of where they study in the United States, including distance students who study from their homes. Sex and gender-based discrimination is not limited to the campus environment and could occur in online classes, during the course of a university-sponsored program or activity, in any actual or purported off-campus university business, or in any situation in which the university exercised substantial control over the respondent and the context in which the respondent’s behavior occurred, as determined by a fact-specific inquiry. Other university policies, such as Chapter 01.02. General Provisions, address sex or gender-based misconduct for university students and employees studying or working abroad. Read more about the university’s commitment to protection regardless of the environment.

**Internships, clinical and other
off-campus programs**



Title IX Protects You

Many students receive protection, in all 50 States, regardless of where they live. Sex discrimination is limited to the classroom, online classes, sponsored programs, off-campus activities, and in any situation in which the university exercised substantial control over the respondent and the context in which the respondent's alleged behavior occurred. Other General Provisions prohibit misconduct while studying or working at the university's commitment to protection regardless of the environment.

Internships, clinical and other off-campus programs

Title IX doesn't just protect students on-campus or in traditional classroom settings. UA policies and regulations apply at all university owned or operated sites, university sanctioned events, clinical sites and during all academic or research related activity and travel in the United States. This also includes during any actual or purported execution of off-campus university business and in any situation in which the university exercised substantial control over the respondent and the context in which the respondent's alleged behavior occurred, as determined by a fact-specific inquiry.

UA encourages all travelers or individuals participating in UA sponsored off-campus activities to report any Title IX prohibited conduct.

Internships, clinical and other off-campus programs

Title IX Protects You

Many students receive Title IX protection, regardless of location. This protection extends to all UA sites, including off-campus programs, during all academic or research related activity and travel in the United States. This also includes during any actual or purported execution of off-campus university business and in any situation in which the university exercised substantial control over the respondent and the context in which the respondent's alleged behavior occurred, as determined by a fact-specific inquiry. UA encourages all travelers or individuals participating in UA sponsored off-campus activities to report any Title IX prohibited conduct experienced or observed. A list of Title IX contacts across the UA system is available for your reference.

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Internships, clinical and other off-campus programs

Our Commitment

The University of Alaska is committed to assisting you reach your educational goals. At UA, we know that individuals who do not feel safe will not stick around, which is why we invest in many different strategies to ensure safe campuses and respectful classrooms. This training is just one of many approaches to create a culture of respect at UA.

If you are interested in learning more about our ongoing prevention and awareness campaigns, contact your Title IX Office. Options include:

- Programs on healthy relationships and related topics
- Training on active bystander engagement
- Classes on subjects relevant to this issue
- Guest speakers and presenters focused on preventing violence

Title IX Offices

[UAA](#)[UAF](#)[UAS](#)

What Is Title IX?

Title IX is a federal law, passed as part of the Education Amendments of 1972. Title IX in higher education addresses important issues such as equality and access in sports, the right to a work place free of sex or gender discrimination or harassment, and pregnancy accommodations.

The U.S. Department of Education Office for Civil Rights has the authority to enforce Title IX. For employment or educational discrimination, students, parents, employees and applicants for employment may file a complaint with the U.S. Department of Education within 180 calendar days of the alleged discriminatory act.

Office for Civil Rights, Seattle Office

U.S. Department of Education
915 Second Ave., Room 3310
Seattle, WA 98174-1099

Phone: 206-607-1600

TDD: 800-877-8339

E-mail: OCR.Seattle@ed.gov

Website: <http://www2.ed.gov/about/offices/list/ocr/docs/howto.html>



No person in the United States shall, on the basis of sex and gender, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activities receiving Federal financial assistance, [with some exceptions]

*Title IX, Education Amendment of 1972
20 U.S.C. § 1681(a).*



Title IX & Pregnancy at UA

Title IX gives us guidance on the kinds of safe and respectful behaviors we expect to see in our community, as well as those behaviors that are prohibited. Title IX also ensures equal access to facilities, scholarships, athletics and other programs, and includes reasonable accommodations and adjustments for pregnant students for medical conditions related to pregnancy and childbirth. Find out [more information](#) about Title IX and pregnancy at UA.

**Read more about Title IX
and Pregnancy at UA**

Title IX & Pregnancy at UA

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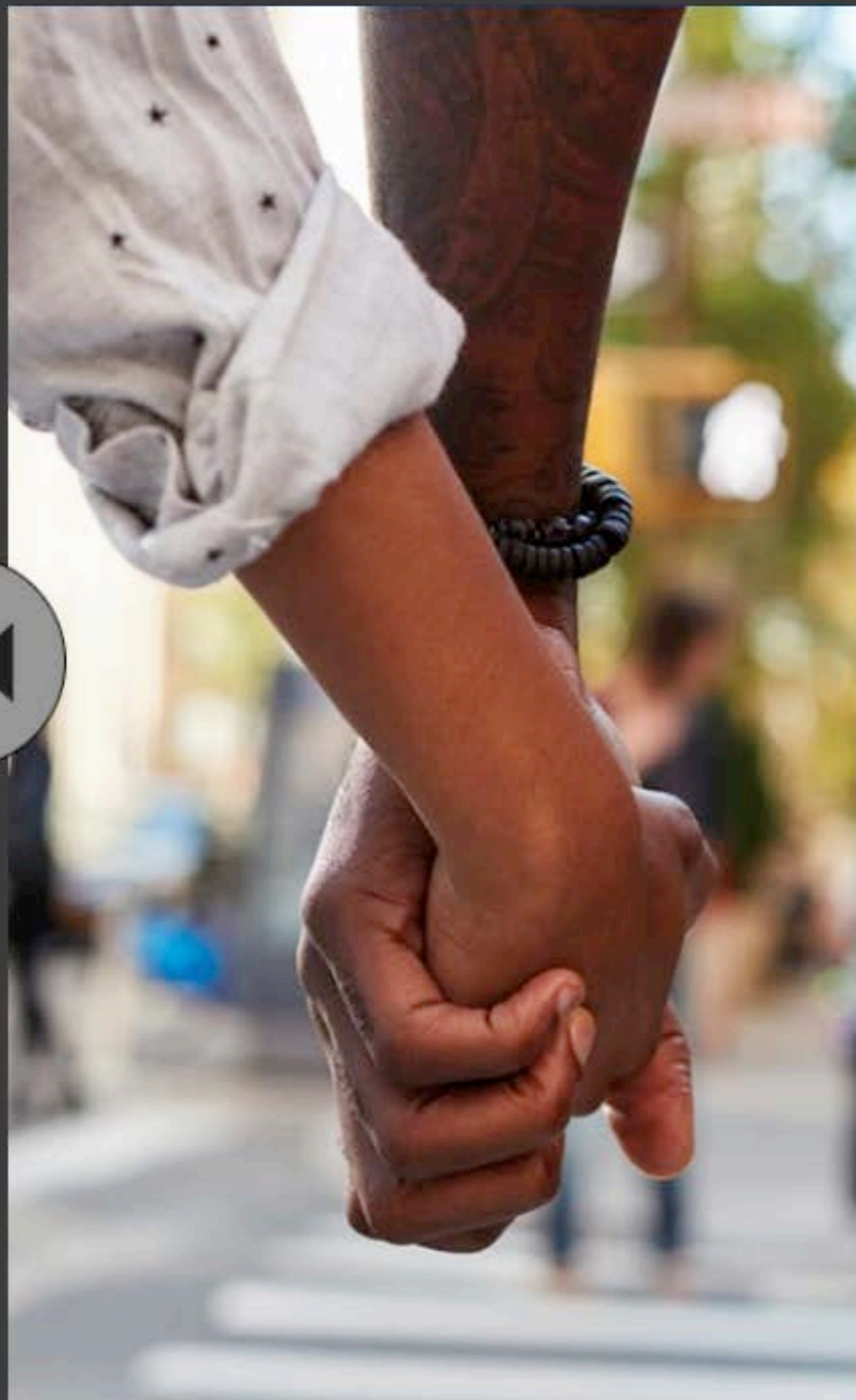
Title IX and Pregnancy



Specific accommodations are handled on a case-by-case basis and depend on medical need and individual requirements. A few examples of reasonable pregnancy accommodations include: excusing absences from class missed due to pregnancy related medical conditions and appointments, flexibility in the administration of exams, and providing access to accessible parking.



Let's Talk About Consent



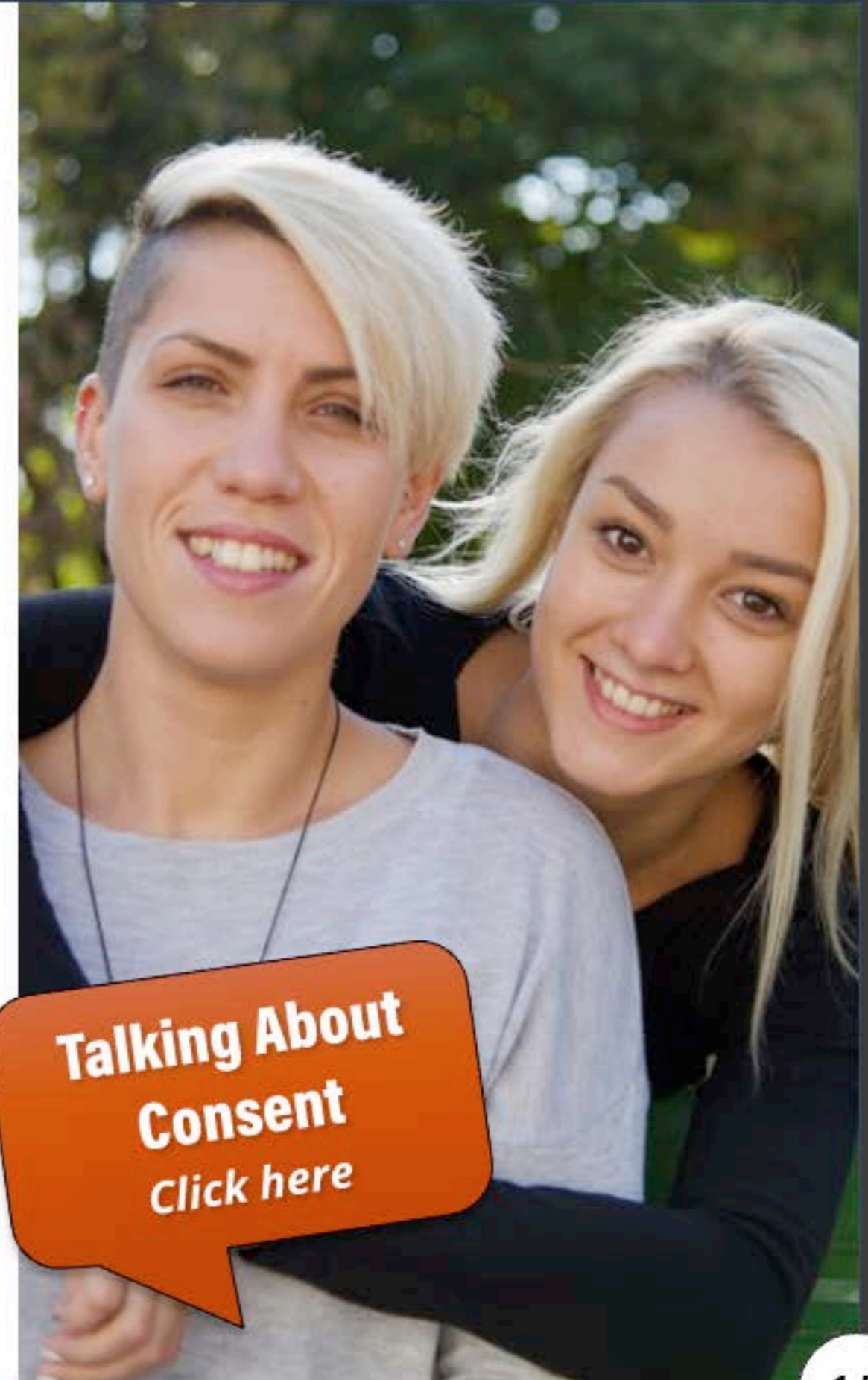
What Is Consent?

The University of Alaska defines consent for purposes of making a determination if the University's policy prohibiting sexual misconduct, including sexual assault, has been violated. Consent is the voluntary, informed, un-coerced agreement through words or actions freely given, that a reasonable person would interpret as a willingness to participate in mutually agreed-upon sexual acts.

A person who is incapacitated cannot consent. Incapacitation is when an individual is in a state or condition in which they are unable to make sound decisions. (This can be due to sleep, age, unconsciousness, alcohol, drug use, or mental and/or other disability.)

More About Consent

- The best way to ensure both parties are comfortable with any sexual activity is to talk about it before, during and after. Consent is an ongoing conversation
- You or your partner can withdraw consent at any point
- Silence and/or a lack of resistance is not consent. Every person involved must affirmatively consent to any sexual activity
- Consent obtained through pressure or a refusal to accept "no" as an answer is not affirmative consent
- You cannot rely on consent from prior encounters. You cannot rely on consent that has been revoked
- Relationships are not automatic consent
- Alcohol and drugs can impair your ability to communicate consent



**Talking About
Consent**
Click here



Talking About Consent

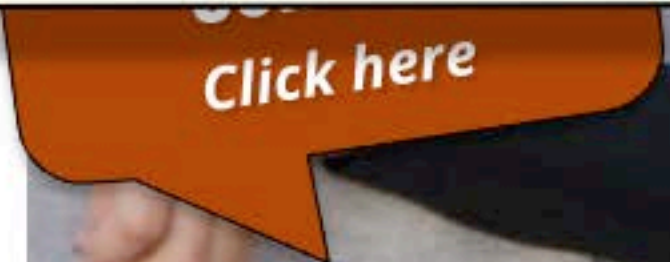
Talking about consent can be awkward and takes practice, but there are ways to make it fun, too! Here are some ways to start the conversation:

- "Are you okay with _____?"
- "Are you enjoying _____?"
- "May I _____?"
- "Would you like it if I _____?"
- "Does this feel good?"
- "Would you like to try _____?"
- "What would you like to try?"
- "Where do you want me to touch you?"
- "Do you want to have sex?"
- "Is there something else you'd like to do with me?"
- "Do you want me to go faster, slower, harder, softer, etc?"

Consent should happen before touching or any other sexual activity occurs.

Paying attention to non-verbal cues is important — if you are unsure, stop and ask! And if you receive a less-than-enthusiastic answer, stop right away.

- Alcohol and drugs can impair your ability to communicate consent.



Click here



**Now That We Have an Understanding of Consent
and Title IX, Let's Talk About Policy at UA**

Sex and Gender-Based Discrimination at UA

This graph illustrates the total reports received by the UAA, UAF and UAS Title IX offices from July 1, 2019 – June 30, 2020*. The Title IX Offices respond to every report received.

For more information on University of Alaska Title IX metrics by university, visit: <https://www.alaska.edu/equity/title-ix/compliance/scorecards>

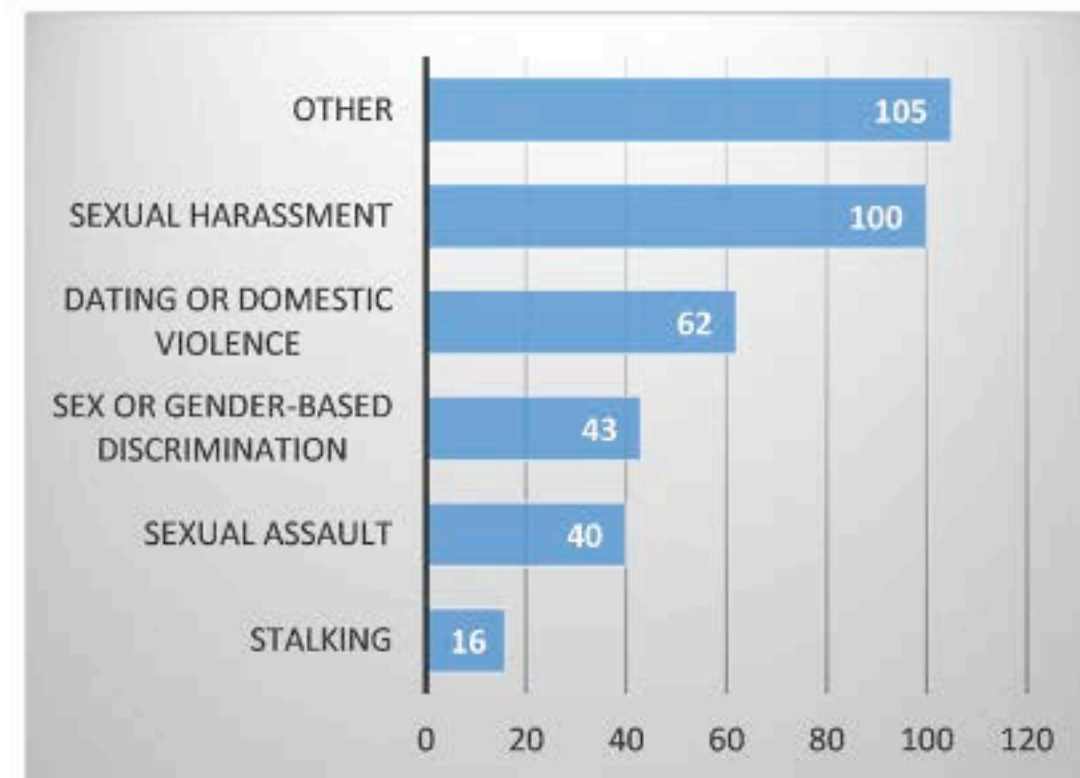
* COVID-19 mitigation efforts reduced overall campus activity and in-person interaction during this time.

Clery data reported for each campus may look different from this slide, due to reporting requirements.

"Other" includes prohibited conduct including sexual exploitation, non-consensual sexual contact, retaliation, and behavior reported as Title IX violations but assessed not to be Title IX and referred to other departments.

REPORTED CASES

43 | SEX AND GENDER-BASED DISCRIMINATION



Sex and Gender-Based Discrimination at UA

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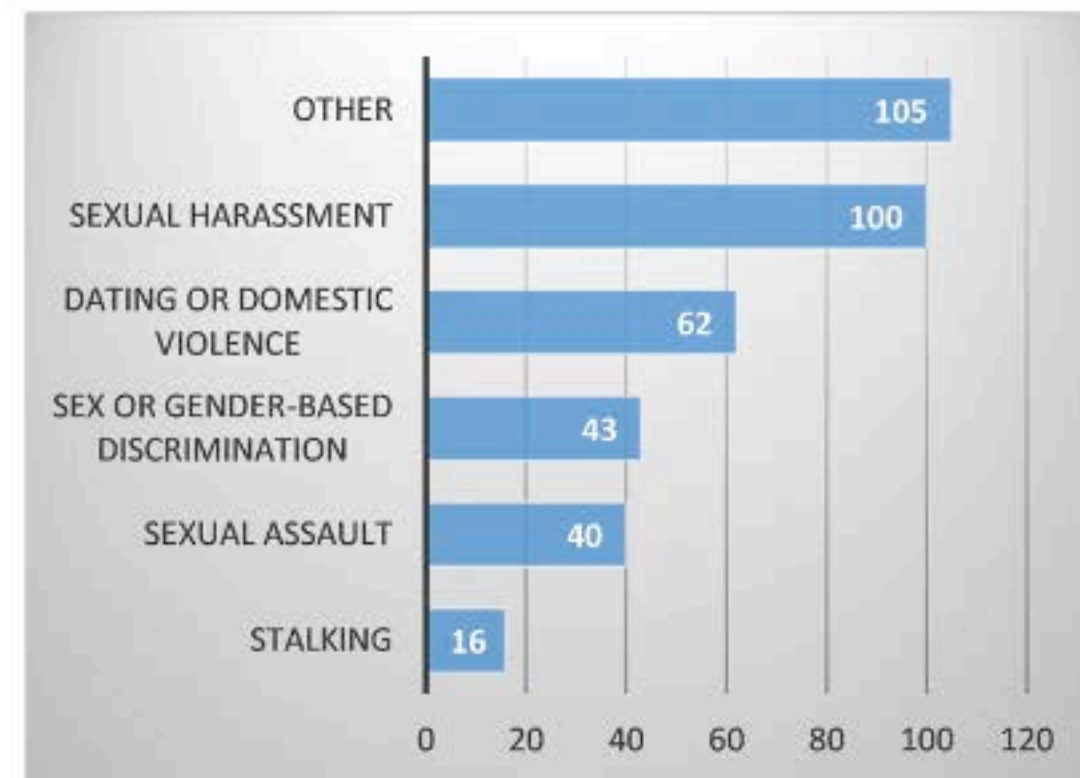
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REPORTED CASES

40 | SEXUAL ASSAULTS



Sex and Gender-Based Discrimination at UA

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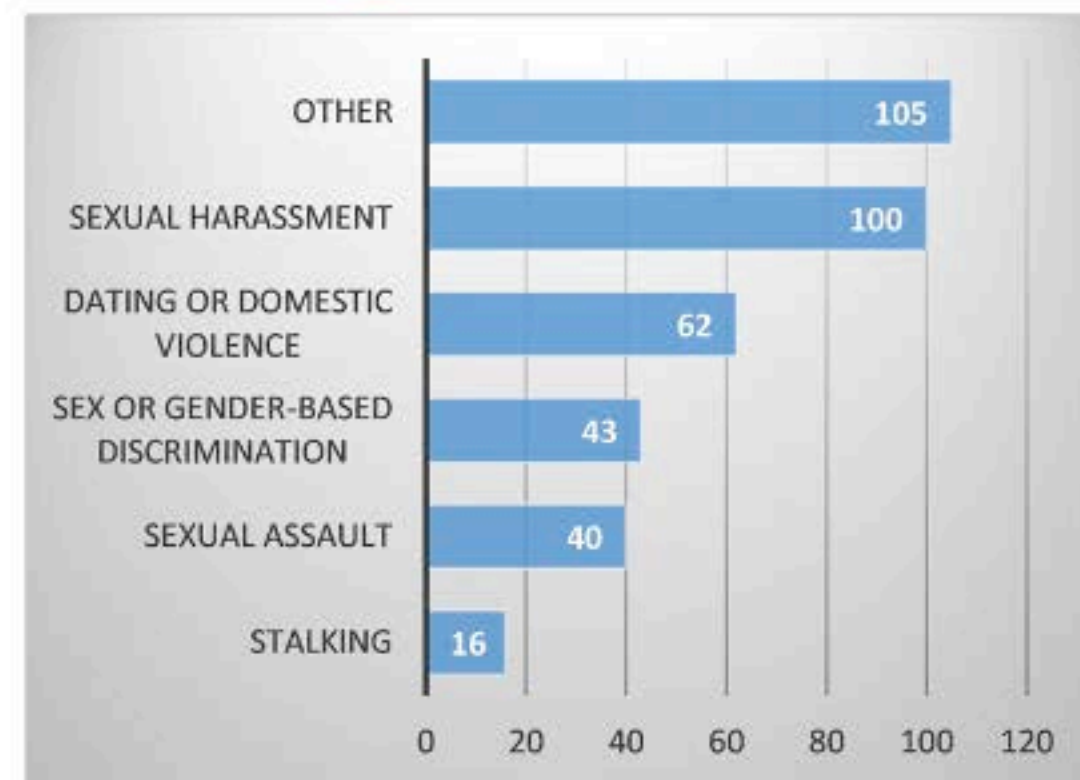
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REPORTED CASES

16 | STALKING



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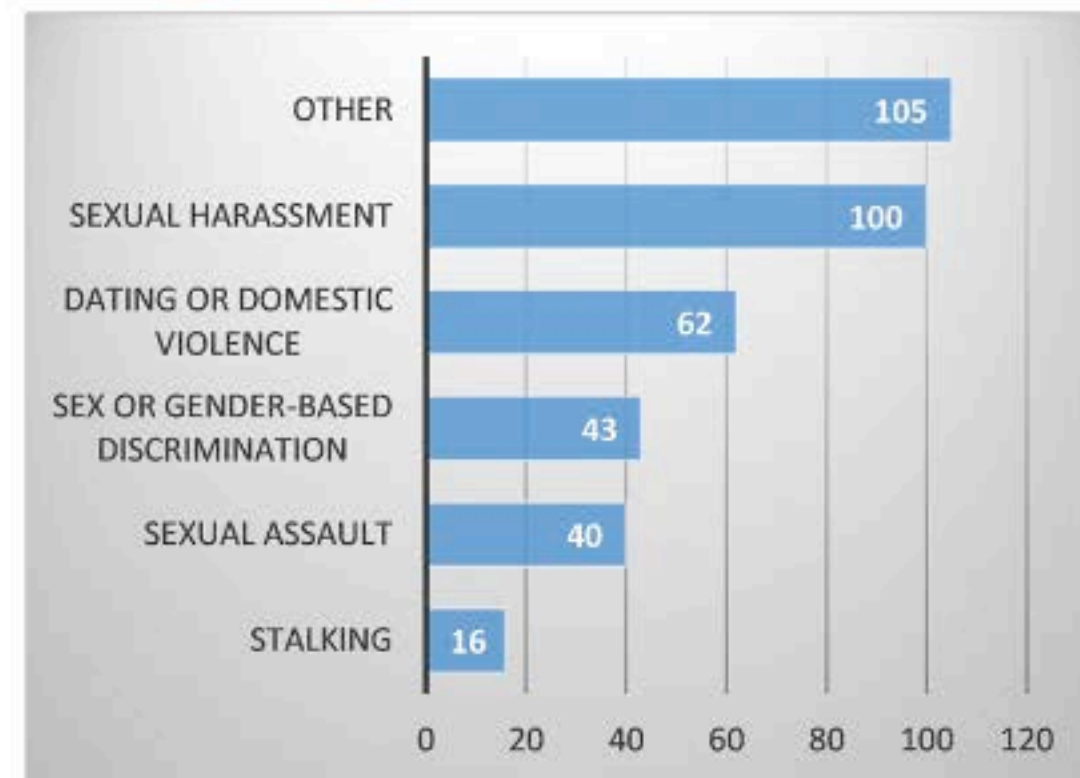
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REPORTED CASES

100 | SEXUAL HARASSMENT



Sex and Gender-Based Discrimination at UA

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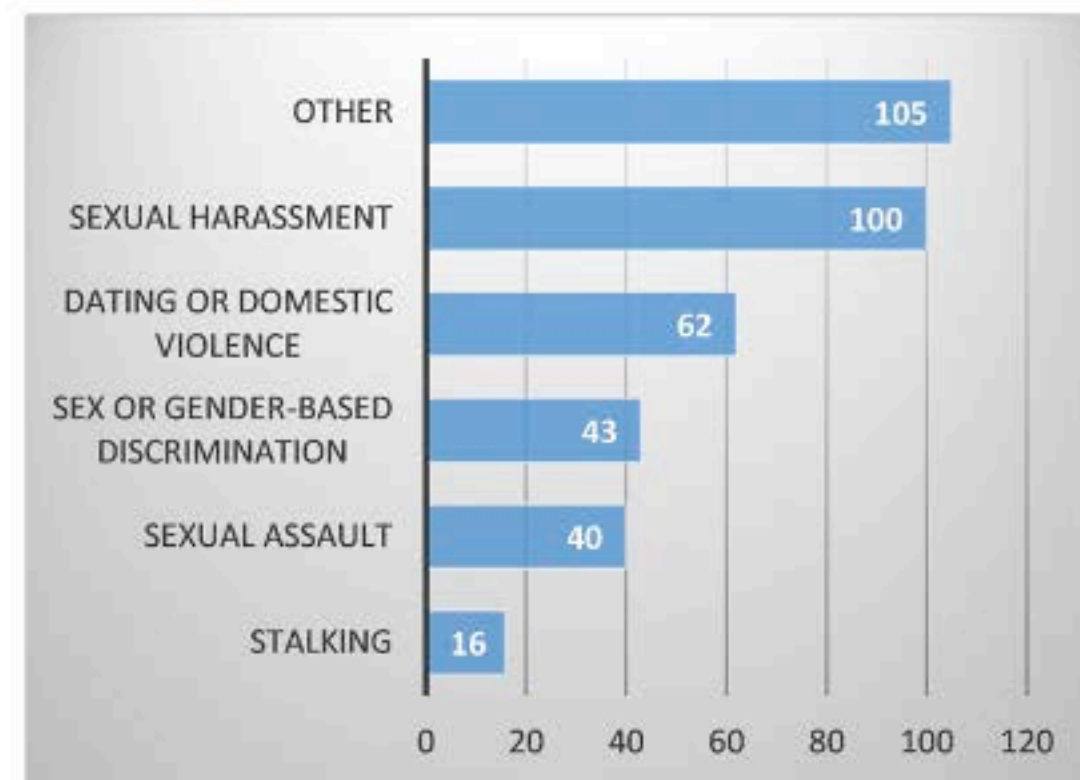
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REPORTED CASES

62 | DATING or DOMESTIC VIOLENCE



Sex and Gender-Based Discrimination at UA

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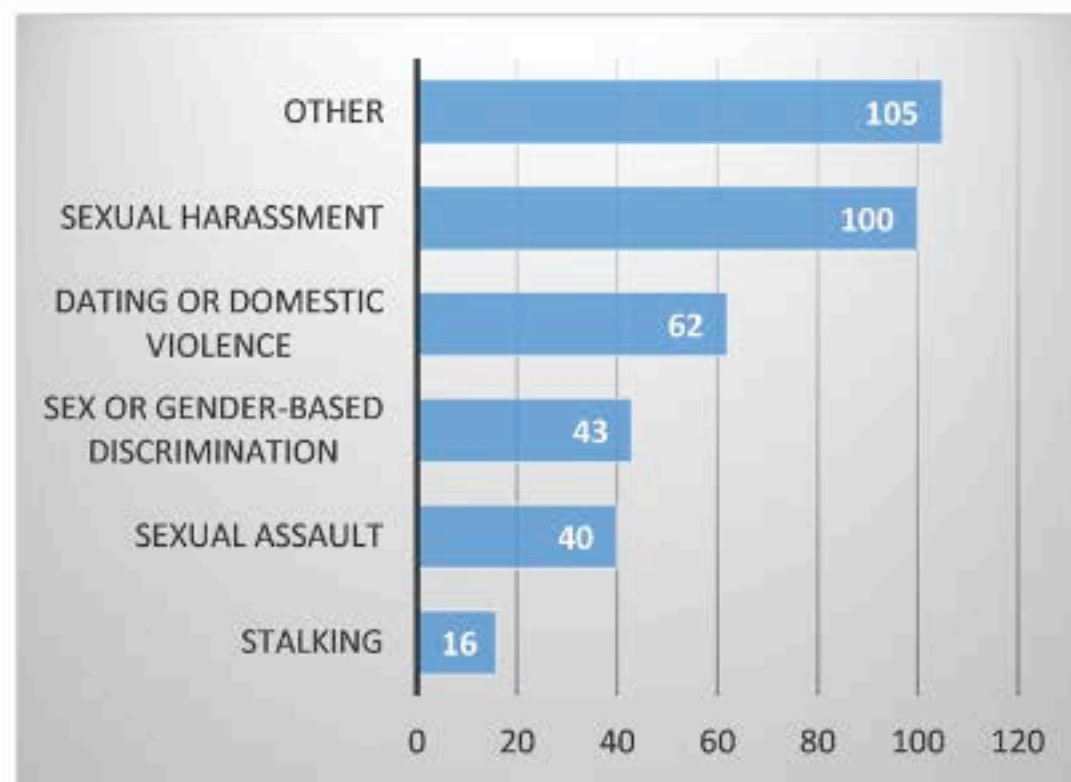
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REPORTED CASES

1 | IS TOO MANY



What Is Sex and Gender-Based Discrimination?

Sex or gender-based discrimination occurs when an individual is adversely treated or affected in a manner that unlawfully differentiates or makes distinctions on the basis of that individual's sex or gender.

It can include, but is not limited to: preferential/differential treatment based on sex or gender, sexual harassment, sexual assault, stalking, dating and domestic violence, and other forms of prohibited conduct.

**Important Things
to Know**
Click here

What could preferential/differential treatment based on sex or gender look like?

- Receiving a lower/higher grade in a class because of your gender
- Being offered or passed up for projects or internships/field excursions because of your gender or sex
- Expected to take on certain tasks because of your sex or gender

What Is Sex and Gender-Based Discrimination?

Sex or gender-based discrimination occurs when an individual is treated differently on the basis of their sex or gender. It can include preferential treatment, sexual harassment, assault, sexual violence, and other forms of conduct.

Important Things to Know

- At UA, when we say sex and gender we include sexual orientation, gender identity and gender expression
- The discrimination itself does not have to be intentional (or even intended to cause harm)
- Sex and gender-based discrimination can be committed by individuals of any gender against others of the same or a different gender



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Prohibited Conduct

The University of Alaska prohibits sex and gender-based discrimination under the UA Board of Regents Policy and Regulation Chapter 01.04. Along with the Equity and Compliance office, Student Conduct and Human Resources work to respond to reported Title IX issues behaviors and issues. The following terms identify a summary of prohibited conduct within this policy and regulation.

Click the buttons to learn more about each of these areas. In order to progress, all areas must be visited by clicking on these buttons.

**Sex or Gender-Based
Discrimination**

Harassment

Unwelcome Conduct

Sexual Assault

Complicity

Prohibited Conduct

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Sex or Gender-Based Discrimination



In general, sex or gender-based 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 sex or gender.

Sexual harassment is a form of sex or gender-based discrimination that can be committed by individuals of any gender, can occur between individuals of the same or different genders, can occur between individuals involved in intimate or sexual relationships, or can occur between strangers or acquaintances.

Examples of sex or gender-based discrimination can include:

- Singling out or targeting an individual for different or adverse treatment because of that individual's sex or gender;
- Unlawfully denying employment or participation by an individual in a university program or activity because of that individual's sex or gender; or
- Terminating or removing an individual from employment or an educational program because of that individual's sex or gender.

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Sex or Gender-Based Harassment



Sexual harassment is a form of sex or gender-based discrimination, and is defined as conduct on the basis of sex or gender that satisfies one or more of the following:

- A university employee, agent, or contractor conditioning the provision of an aid, benefit, or service of the university on an individual's participation in unwelcome sexual conduct;
- Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the university's education program or activity; or
- Sexual assault, dating violence, domestic violence, or stalking as defined in university regulation.

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Unwelcome Conduct

1. Consensual sexual conduct that unreasonably interferes with other employees' work or other students' studies, or creates a hostile, intimidating, or offensive working, living, or learning environment.
2. Sexual exploitation: Occurs when a person takes non-consensual or abusive sexual advantage of another for the person's own advantage or benefit, or to benefit or advantage anyone other than the one being exploited, including but not limited to:
 - a. Invasion of sexual privacy, prostituting another person, nonconsensual video or audio-taping of sexual activity, going beyond the boundaries of consent (such as secretly letting others watch consensual sex), engaging in voyeurism;
 - b. Knowingly transmitting an STI or STD to another individual without that individual's knowledge;
 - c. Intentionally or recklessly exposing one's genitals for the purpose of

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 - b. Knowingly transmitting an STI or STD to another individual without that individual's knowledge;
 - c. Intentionally or recklessly exposing one's genitals for the purpose of sexual gratification; or
 - d. Inducing another to expose their genitals.
3. Retaliation: Occurs when a person intimidates, threatens, coerces, or discriminates against any person for the purpose of interfering with any right or privilege described in University Regulation Chapter 01.04, or because the person has made a report or complaint, testified, assisted, or participated or refused to participate in any manner in an investigation, proceeding, or hearing under this chapter.



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Sexual Assault and Consent

“Sexual assault” means an offense that meets any of the following definitions:

1. “Rape” is non-consensual vaginal or anal penetration, no matter how slight, of a person with any body part or object, or oral penetration by a sex organ of another person, including instances where the victim is incapable of giving consent because of their age or incapacitation.
2. “Fondling” is the non-consensual touching of the breasts, buttocks, or genitals of another person for the purpose of sexual gratification, including instances where the victim is incapable of giving consent because of their age or incapacitation. Fondling can occur over or under clothing.

A small black square button with a white 'X' icon, used to close the pop-up window. It is positioned in the top right corner of the pop-up box, with a vertical grey line extending downwards from its center.

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3. "Incest" is nonforcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law where the act occurred.
4. "Statutory Rape" is nonforcible sexual intercourse with a person who is under the statutory age of consent as defined by law where the conduct occurred.

The Alaska Statutes on sexual assault are found in [AS 11.41.410 - 11.41.470](#).



Prohibited Conduct

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Complicity



Any person who intentionally aids or facilitates an act of sexual harassment will be subject to disciplinary action under all applicable policies and/or regulations.

Prohibited Conduct

Stalking

Stalking means engaging in a course of conduct directed at a specific person that would cause a reasonable person to either fear for their safety or the safety of others; or suffer substantial emotional distress. Stalking behaviors are also defined and addressed under the university's Student Code of Conduct under [Chapter 09.02. Student Rights and Responsibilities](#).

The Alaska Statutes on stalking are found at [AS 11.41.260 - 11.41.270](#).

Specific examples might include: physically following someone, making unannounced visits, or pursuing someone via social media, cell phone usage, GPS, etc.

The majority of stalking occurs between people who have either previously been in or are currently



Prohibited Conduct

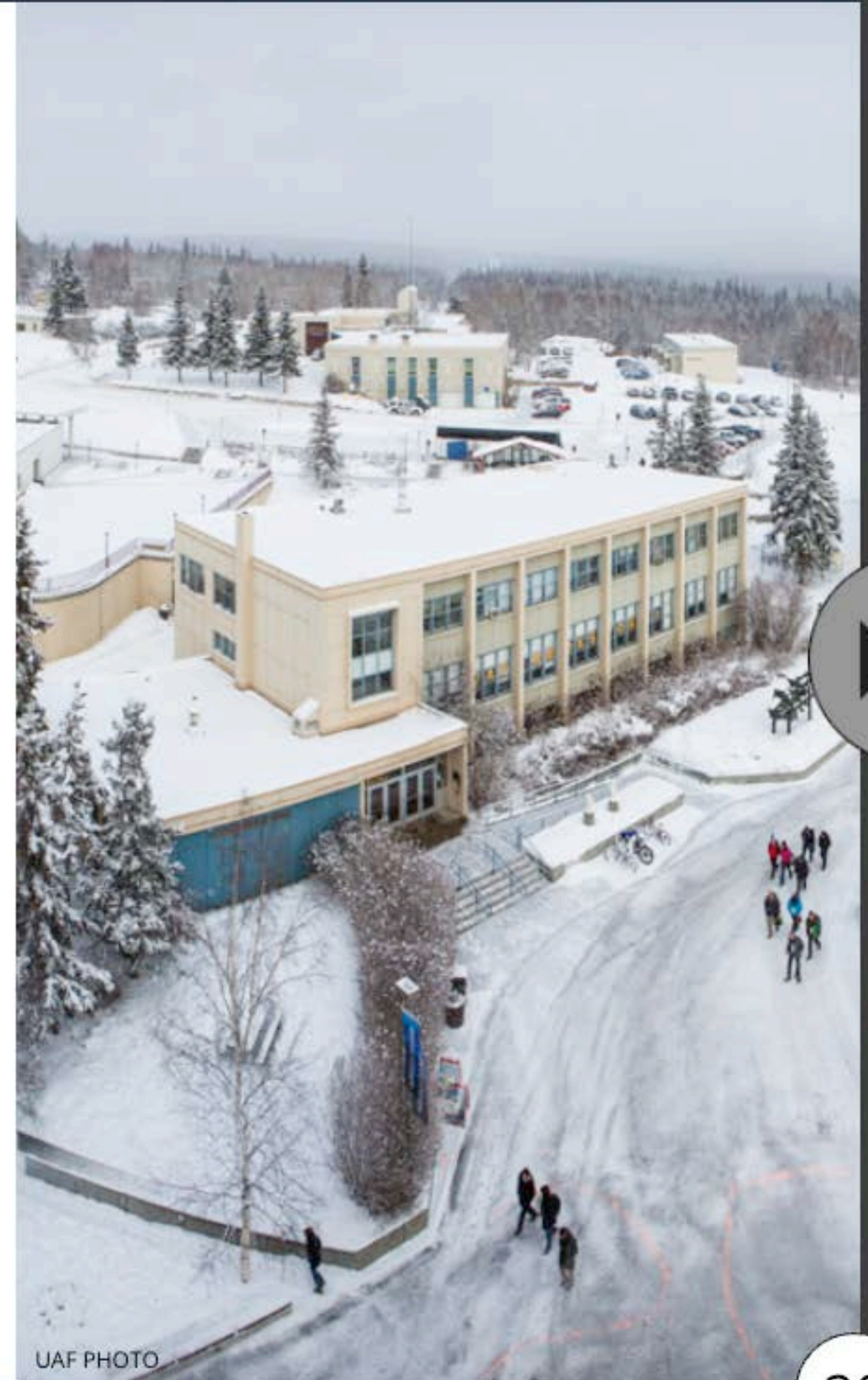
Stalking

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Specific examples might include: physically following someone, making unannounced visits, or pursuing someone via social media, cell phone usage, GPS, etc.

The majority of stalking occurs between people who have either previously been in or are currently in an intimate relationship. However, strangers, acquaintances, or people previously considered friends can also exhibit stalking behaviors.

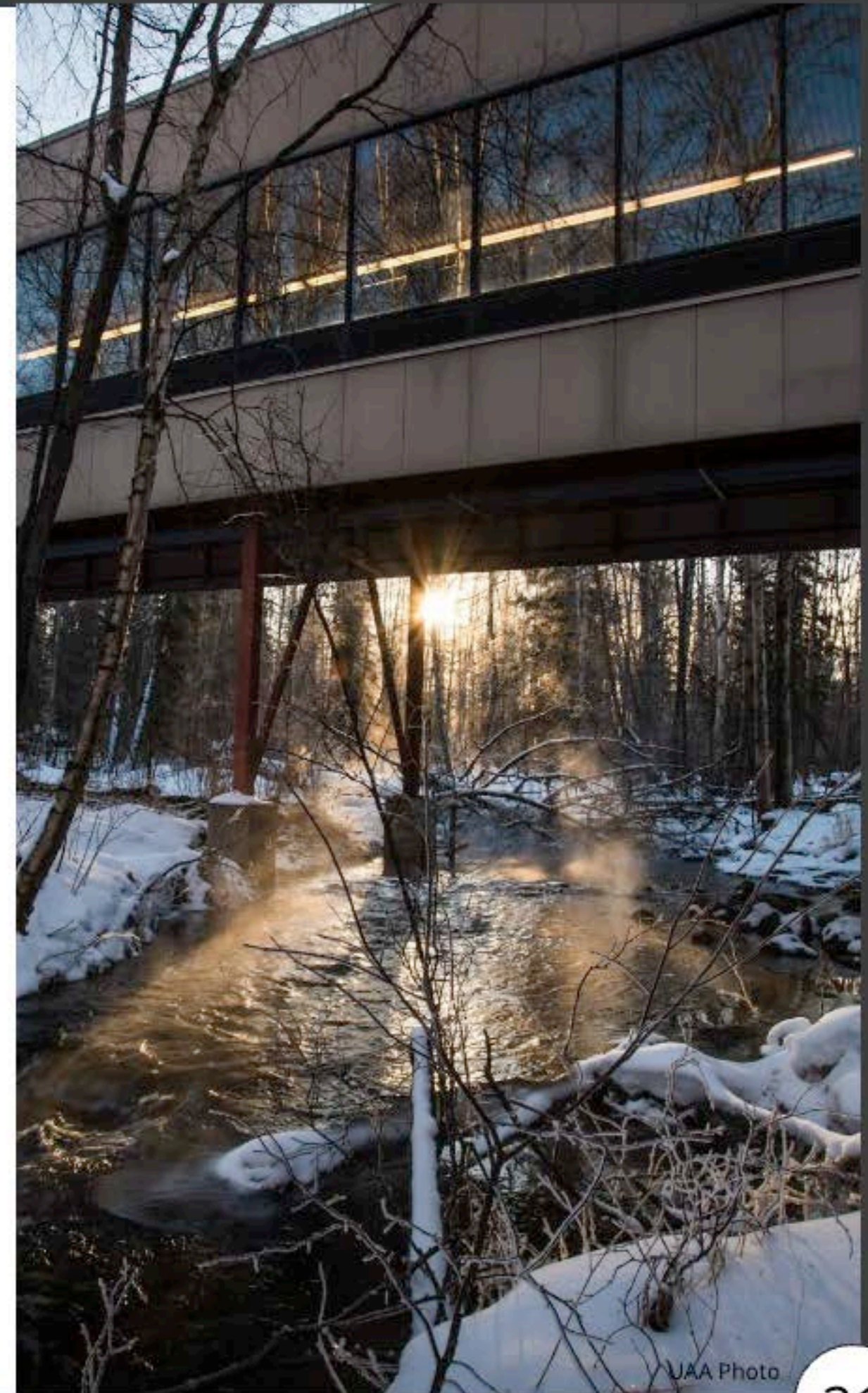


Prohibited Conduct

Dating Violence

“Dating violence” is violence committed by a respondent:

- a. who is or has been in a social relationship of a romantic or intimate nature with the complainant; and
- b. where the existence of such a relationship shall be determined based on a consideration of the following factors:
 - i. The length of the relationship;
 - ii. The type of relationship; and
 - iii. The frequency of interaction between the persons involved in the relationship.



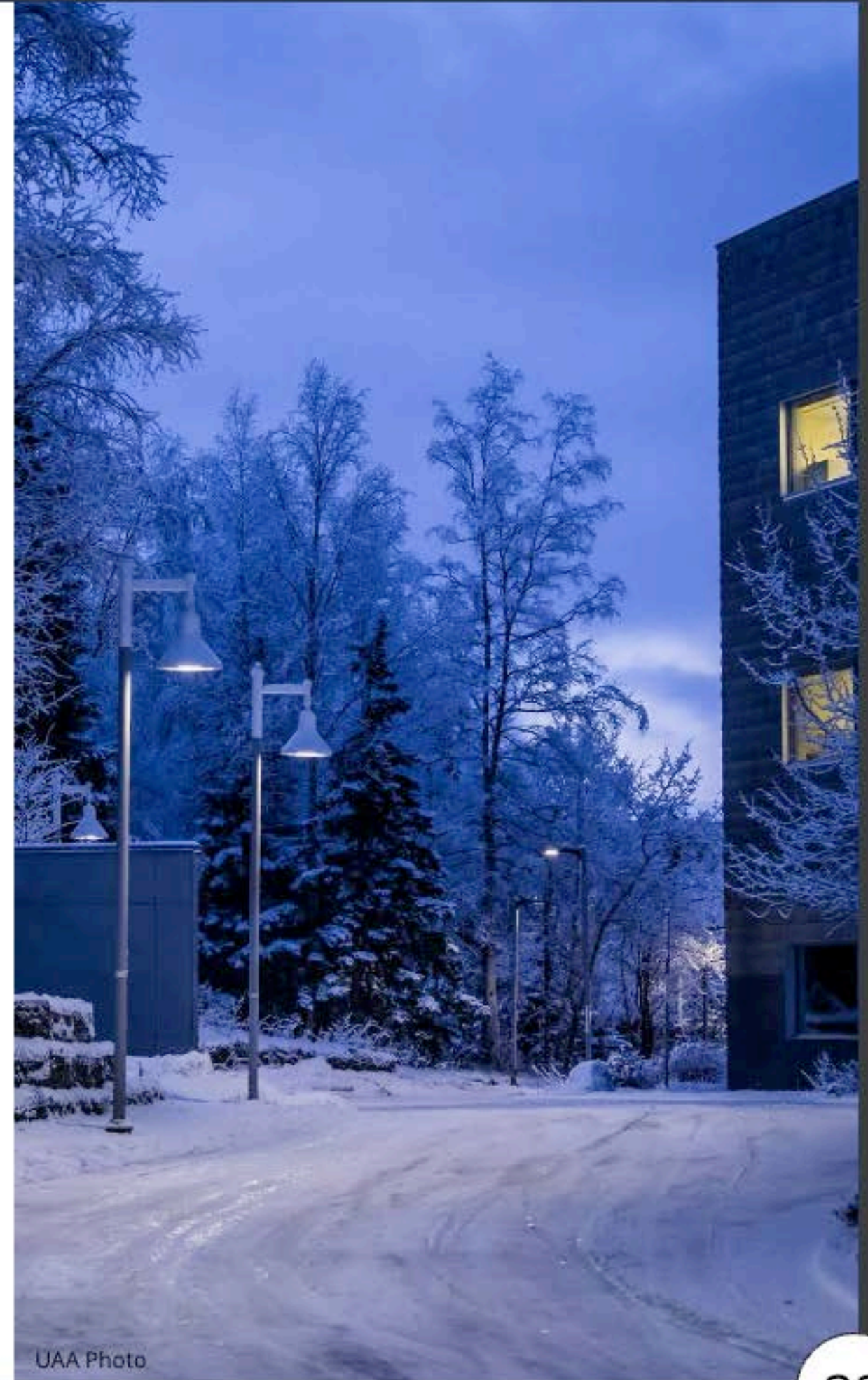
Prohibited Conduct

Domestic Violence

Based on the new federal definition effective October 1, 2022 under the VAWA reauthorization:

Domestic Violence includes felony or misdemeanor crimes committed by a current or former spouse or intimate partner of the victim under the family or domestic violence laws of the jurisdiction and includes the use or attempted use of physical abuse or sexual abuse, or a pattern of any other coercive behavior committed, enabled, or solicited to gain or maintain power and control over a victim, including verbal, psychological, economic, or technological abuse that may or may not constitute criminal behavior, by a person who:

- is a current or former spouse or intimate partner of the victim, or person similarly situated to a spouse of the victim;
- is cohabitating. or has cohabitated. with the victim



UAA Photo

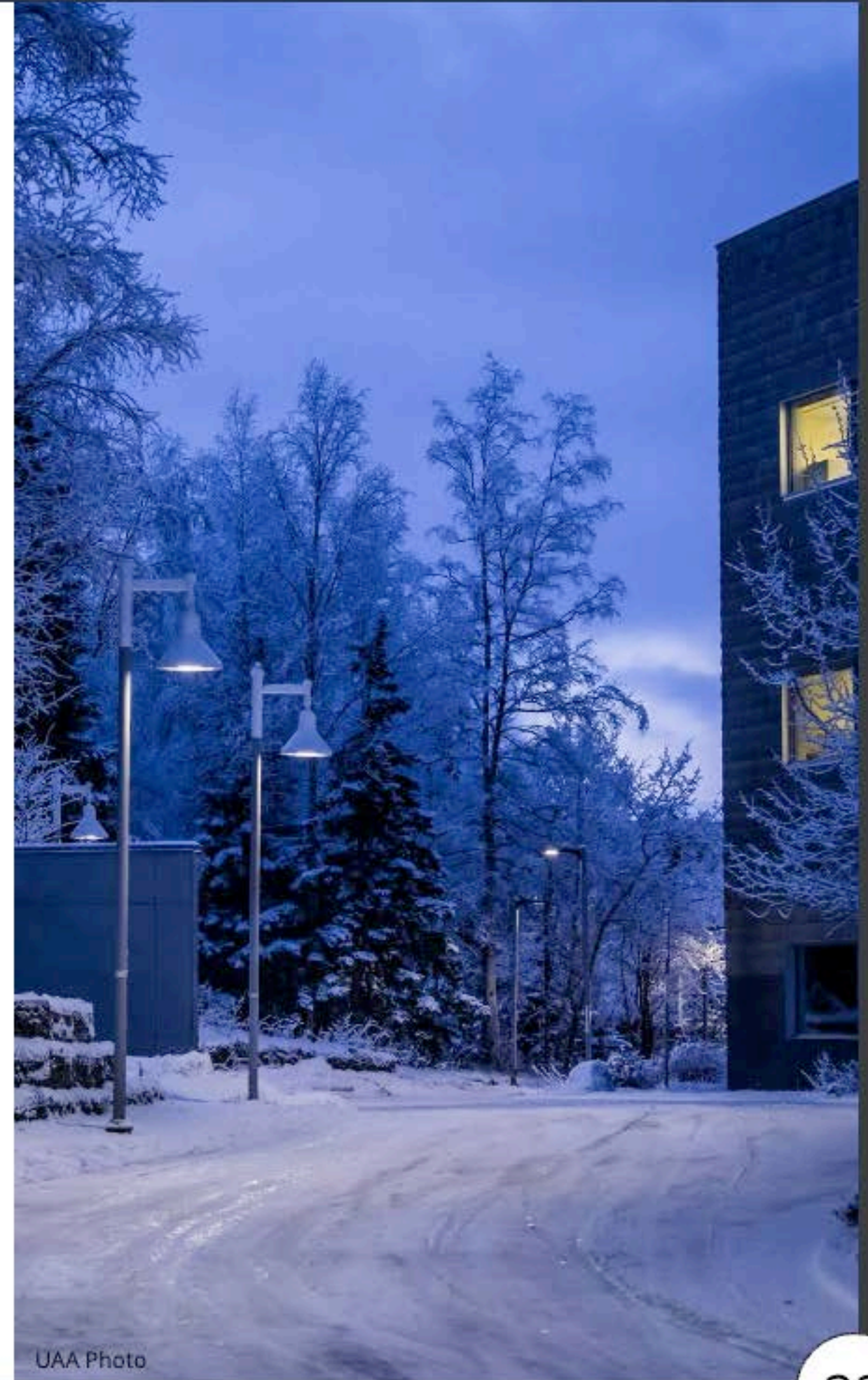
Prohibited Conduct

Domestic Violence

verbal, psychological, economic, or technological abuse that may or may not constitute criminal behavior, by a person who:

- is a current or former spouse or intimate partner of the victim, or person similarly situated to a spouse of the victim;
- is cohabitating, or has cohabitated, with the victim as a spouse or intimate partner;
- shares a child in common with the victim; or commits acts against a youth or adult victim who is protected from those acts under the family or domestic violence laws of the jurisdiction.

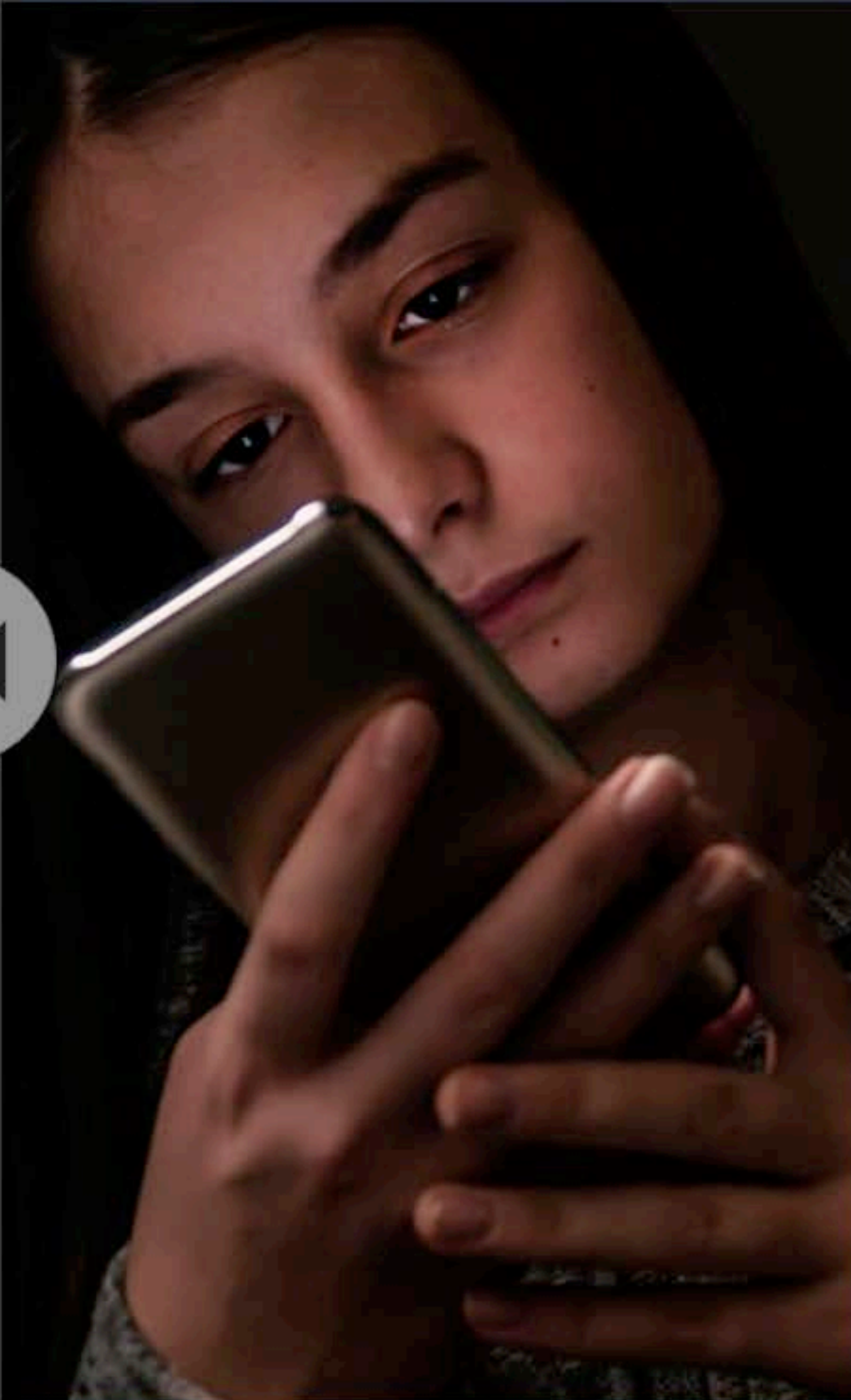
Domestic violence is also addressed under the university's Student Code of Conduct. The Alaska Statutes on domestic violence are found at [AS 18.66.990](#).



UAA Photo



What Is Discrimination?



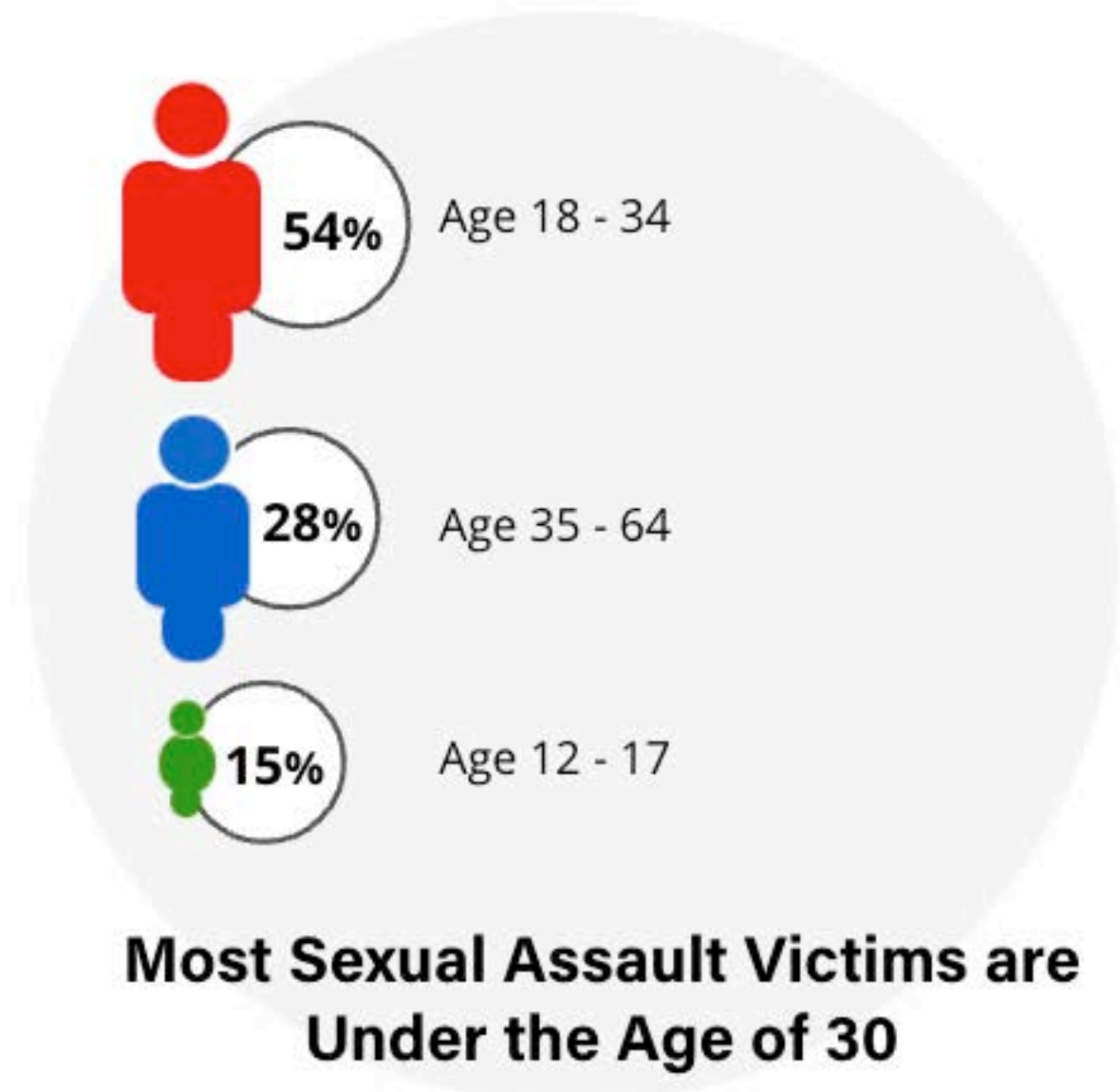
Recognizing Sexual Harassment

What does sexual harassment look like?

- Deliberate, unwanted touching (including mobility aids like crutches, wheelchairs, etc.)
- Deliberate lack of respect for personal boundaries
- Repeated requests for a date (or sexual activity) that are turned down or ignored
- Stalking
- Offensive, unwelcome sex or gender-based comments, gestures, flirting, or jokes
- Invasion of sexual privacy, such as: non-consensual recordings of sexual activity and/or distribution of such recordings
- Sex stereotyping
- Making sexual comments about appearance, clothing, or body parts (including religious or cultural garments)
- Emailing or posting pictures of a sexual or other gender-related nature
- Displaying sexually suggestive objects, pictures, or posters

National Statistics on Sexual Violence

- People between the ages of 18 to 24 are at greater risk of experiencing sexual violence
- Nationally, 23.1% of undergraduate college women and 5.4% of undergraduate college men reported experiencing sexual violence during their college career
- 8.8% of graduate/professional-level college women and 2.2% of graduate/professional-level men reported experiencing sexual violence during their college career
- 21% of Transgender, genderqueer, and nonconforming (TGQN) college student have been sexually assaulted, compared to 18% of non-TGQN females and 4% non-TGQN males



Reality Check!

Source: (<https://www.rainn.org/statistics/campus-sexual-violence>)

National Statistics on Sexual Violence

- People between the ages of 18 to 24 are at greater risk of experiencing sexual violence
- Nationally, 23.1% of undergraduate college women and 5% of men reported experiencing sexual violence during their college years
- 8.8% of graduate women and 2% of graduate level men reported experiencing sexual violence during their graduate studies
- 21% of Trans and gender nonconforming people have been sexually assaulted or harassed by a non-TGQN friend

X

Reality Check!

It is also important to note that this is not just a male vs female experience. Sexual and dating violence can occur between any combination of genders.



Source: (<https://www.rainn.org/statistics/campus-sexual-violence>)

Sexual Harassment and Violence in Alaska

The State of Alaska has some of the highest rates of sexual violence in the nation. In a study conducted by the UAA Justice Center in 2015, half of the women in Alaska reported experiencing sexual violence or domestic violence in their lifetime.

You can be a part of the solution at your university and throughout the state by knowing how to recognize and respond to sexual violence.

University of Alaska conducts regular system wide climate surveys to determine the prevalence of sexual harassment, sexual assault, stalking and dating violence among university students and gather feedback on institutional response and overall perceptions of campus climate. The survey was distributed to a sample of 10,000 undergraduate and graduate students between March 18 and April 15, 2019 with an 8.4 percent response rate.

See the most recent University of Alaska climate survey at <https://www.alaska.edu/equity/title-ix/compliance/climate-survey/index.php>

**2015 UAA Justice
Center Data**



Now That We Understand Discrimination, How Should We Respond with This Knowledge?

Recognizing When Someone Has Experienced Sexual Violence

Sexual violence consists of physical sexual acts occurring without the consent of the other person or when the other person is unable to give consent.

Did You Know?
[Click here](#)

Signs that someone may have experienced sexual violence:

- Symptoms of depression, such as persistent sadness, lack of energy, changes in sleep or appetite patterns, or withdrawing from normal activities
- Self harming behaviors, thoughts of suicide or suicidal ideation
- Anxiety or worry about situations that did not cause anxiety in the past
- Avoidance of specific situations or places
- Failing grades or withdrawing from class(es)
- Increased substance use

Recognizing When Someone Has Experienced Sexual Violence

Sexual violence acts occur between other people who are unable to

Did You Know?



- Most sexual violence is perpetrated by people who are known to the survivor
- Sexual violence can occur between any combination of genders; it is not limited to encounters between males and females
- Women, minorities, and people within the LGBTQIA+ communities experience sexual violence at higher rates
- Members of LGBTQIA+ and marginalized communities may be more hesitant to report due to fear of stigma around their intersecting identities



- Failing grades or withdrawing from class(es)
- Increased substance use

Signs of Dating and/or Domestic Violence

In addition to signs of physical violence (cuts, bruises, or other injuries), watch for:

- Changes in mood or personality
- Changes in attendance: at gatherings, at school, at work
- Emotional outbursts
- Indecision that is out of the norm
- Controlling behavior of one partner over the other
- Expression of jealousy or insecurity
- Monitoring of technology, conversations, and interactions with others



You Can Make a Difference!

This section will teach you how to recognize a problematic situation and take action to stop it.

It can be difficult to discuss sensitive matters with others, but there is always something we can do to contribute to a culture of respect.



Be an Active Bystander

Bystanders play a critical role in the prevention of sexual and relationship violence. They are **“individuals who observe violence or witness the conditions that perpetuate violence. They are not directly involved but have the choice to intervene, speak up, or do something about it.”**

Studies suggest that active bystander intervention is one of the most effective means of preventing sexual violence and discrimination. Together, let's use our awareness and prevention efforts to keep ourselves, others, and our communities safer.

**Bystander Intervention
Trainings**

Source: Burn, S.M. (2009). A situational model of sexual assault prevention through bystander intervention. *Sex roles*, 60, 779-792

A photograph of a building at sunset with a white text box overlaid. The text box contains the message: "IF YOU SEE SOMETHING SAY SOMETHING DO SOMETHING". The background shows a building with a tall antenna tower against a sky with orange and blue clouds.

**IF YOU SEE SOMETHING
SAY SOMETHING
DO SOMETHING**

UAF PHOTO

Be an Active Bystander

Bystanders play a critical role in the prevention of sexual assault. The

“individuals who witness the conduct are not only responsible for intervening

Studies show that bystander intervention is one of the most effective ways to prevent sexual violence. Use our resources to help yourself and others.

Bystander Intervention Trainings:

[UAA: Bringing in the Bystander](#)

[UAF: Bringing in the Bystander](#)

IF YOU SEE SOMETHING



ING
NG

Source: Burn, S.M. (2009). A situational model of sexual assault prevention through bystander intervention. *Sex roles*, 60, 779-792

UAF PHOTO

Strategies for Bystander Engagement

Strategies to help prevent a bad situation from getting worse include **DIRECT**, **DISTRACT** and **DELEGATE**.

We all have different comfort levels of engagement with difficult situations. The strategies of DIRECT, DISTRACT and DELEGATE provide options for engagement that fit your comfort level.

Remember, your safety is important - always take this into consideration when deciding if and how to intervene.



Direct

Address the person being targeted or the problematic behavior directly. Removing someone from a risky situation works as a way to directly intervene as well.



Things you can say to the person being targeted:

"Do you need help?"

"Do you want me to call someone for you?"

"What can I do to help you?"

"Can I walk you home/to class?"

"Do you want me to talk to so-and-so for you?"

"Is everything OK?"

"Should I call the police?"

"Are you alright?"

Things you can say to the person using harmful language or behavior:

"Please stop what you are doing."

"What you said really bothered me..."

"I don't like what you just did..."

"I know you well enough to know that you would not want to hurt someone..."

"I wonder if you realize how that feels/comes across."

"I am saying something because I care about you..."



Distractions

Anything that diverts someone's attention enough to discontinue the harmful behavior.

Things you can do to distract from a harmful situation:

- Ask them questions that refocus attention:
 - “What time is it?”
 - “How did you do on that last test?”
 - “Hey, I think your car might be getting towed.”
 - “Do you have a phone charger?”
 - “Can you help me with ____?”
- Change the subject of the conversation.
- Spill a drink.
- Talk loudly on your cell phone.
- Pretend to be sick.
- Interrupt/interject into the conversation or space.

Delegate

There are lots of people on campus you can ask to help. Call campus safety authorities or the police, tell a staff or faculty member, or ask a friend or other person who might be more equipped to help you be an active bystander.

Ways to delegate to someone else:

- Notify a faculty or staff member or a coach
- If in student housing, contact your community advisors, resident directors or assistants
- Let the bartender or party host know that someone has had too much to drink
- Speak to the person's friends or family members
- Report the behavior to your campus Title IX office
- Notify local law enforcement





Together We Can Create a Culture of Respect!

You can exemplify respect on our campus by:

- Recognizing and valuing differences, because everyone matters
- Speaking up about sexist behavior, jokes, and inappropriate conduct
- Respecting boundaries
- Being aware of verbal and nonverbal cues
- Reporting inappropriate and unwelcome conduct
- Taking care of each other when you see, hear, or anticipate harmful behavior/language
- Understanding the impact of language
- Being an active bystander



Scenarios for Bystander Intervention and Response

What Would You Do?

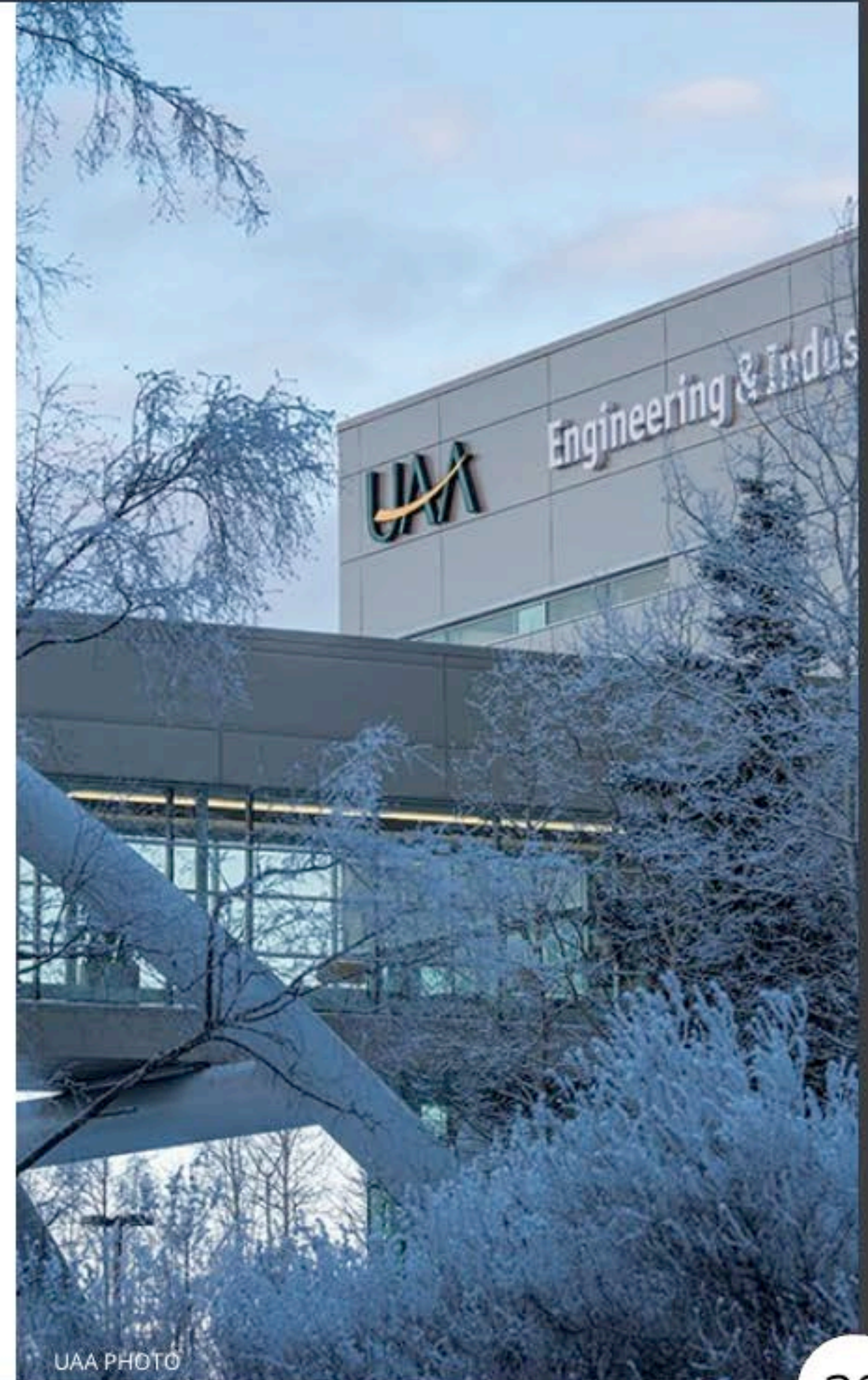
In the next seven slides, you will be presented with scenarios in which you may play the role of faculty, staff, or student. Our goal is to help you understand how others may respond to you and how you could respond to a situation. Select what you would do and then select what others may do.

Scenario Number 1

Student A is walking out of the class and notices Student B is very uncomfortable because Student C is staring at them. You choose to:

- Address student C.
- Ask student B to explain the homework to you as you leave the class.
- Talk to your professor about the situation.

Submit



UAA PHOTO

Scenario Number 1

Student
Student
staring at

- A
- A
- T

This is an awesome way to directly intervene! You are letting your classmate know you have noticed their discomfort. You can also directly ask them about the situation as you walk out together.

Try Again?

Next Page



Scenario Number 1

Student
Student
staring at

- A
- A
- T

This is an awesome way to distract! You are providing your classmate with the option to not engage with the person waiting for them, without directly stating it - way to go!

Try Again?

Next Page



Scenario Number 1

Student
Student
staring at

- A
- As
- Ta

Engaging your professor is a great use of delegation. They are in a position where they can address both the person standing outside the classroom, as well as checking in with your classmate!

Try Again?

Next Page





Scenario Number 2

You are a student and you hear your roommate on the phone talking about how his controlling girlfriend is starting to threaten him. He sounds worried and seems more stressed than usual. You...

- Ignore the situation - it's none of your business.
- Ask your roommate if everything is okay.
- Talk to your Resident Assistant (RA) about what you overheard.
- Submit a Care Team Report.

Did You Know?
Click here

Submit

Scenario Number 2

You are a student and you hear your roommate

Did You Know?

Each university has a Care Team that promotes safety and student support to educate the campus community on identification and referral of student behavior that is distressful, disruptive, or concerning through the use of a multidisciplinary group that serves as a centralized coordination system. In addition, the team coordinates the application of assessment, advocacy, and intervention services for referred students.

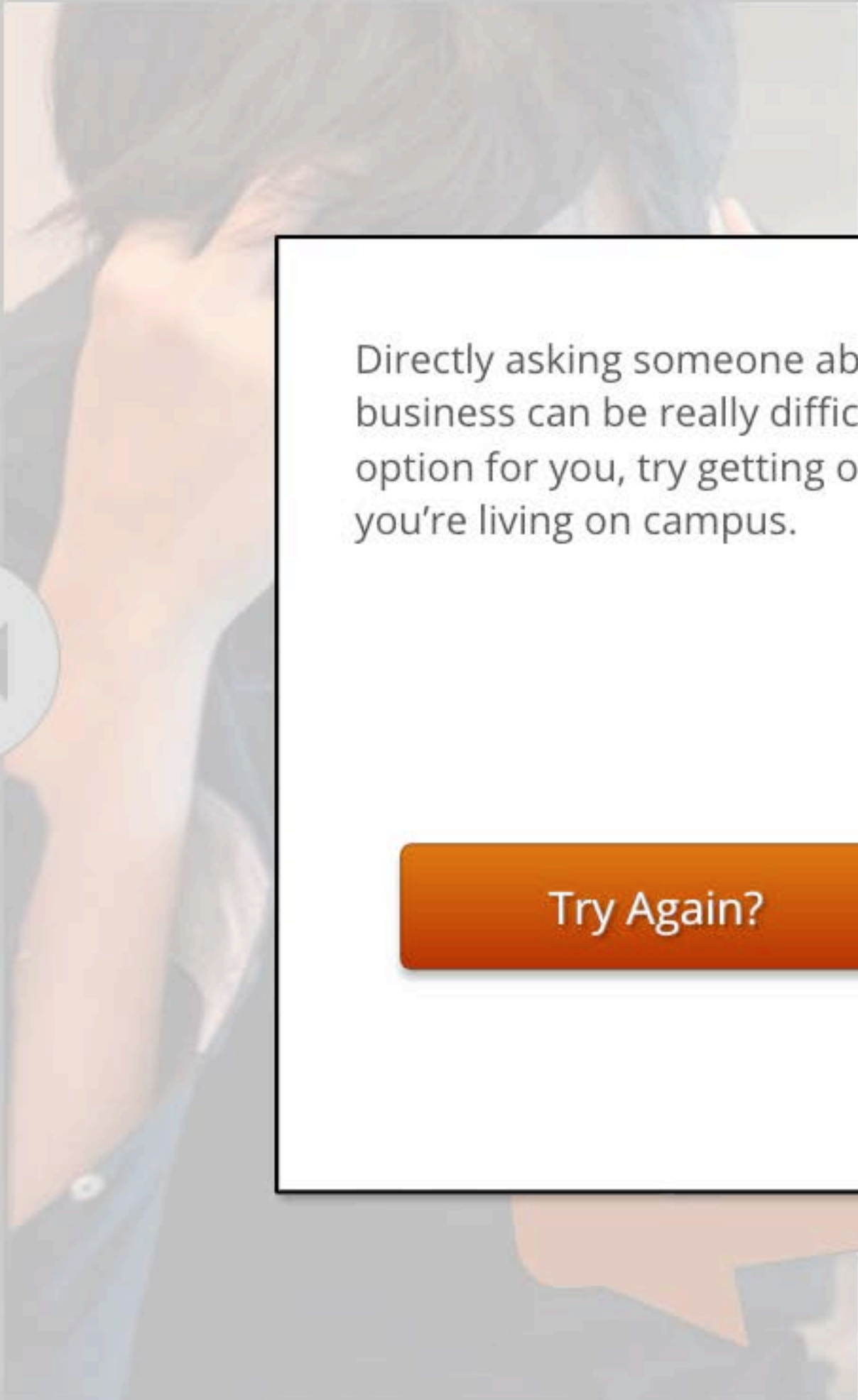
Whatever option you chose in this training scenario, additional assistance and resources can be provided to the individual if you submit a CARE team report.

[UAA: Care Team](#)

[UAF: Care Team](#)

[UAS: Care Team](#)

A small black square button with a white 'X' icon, used to close the 'Did You Know?' information box.



Scenario Number 2

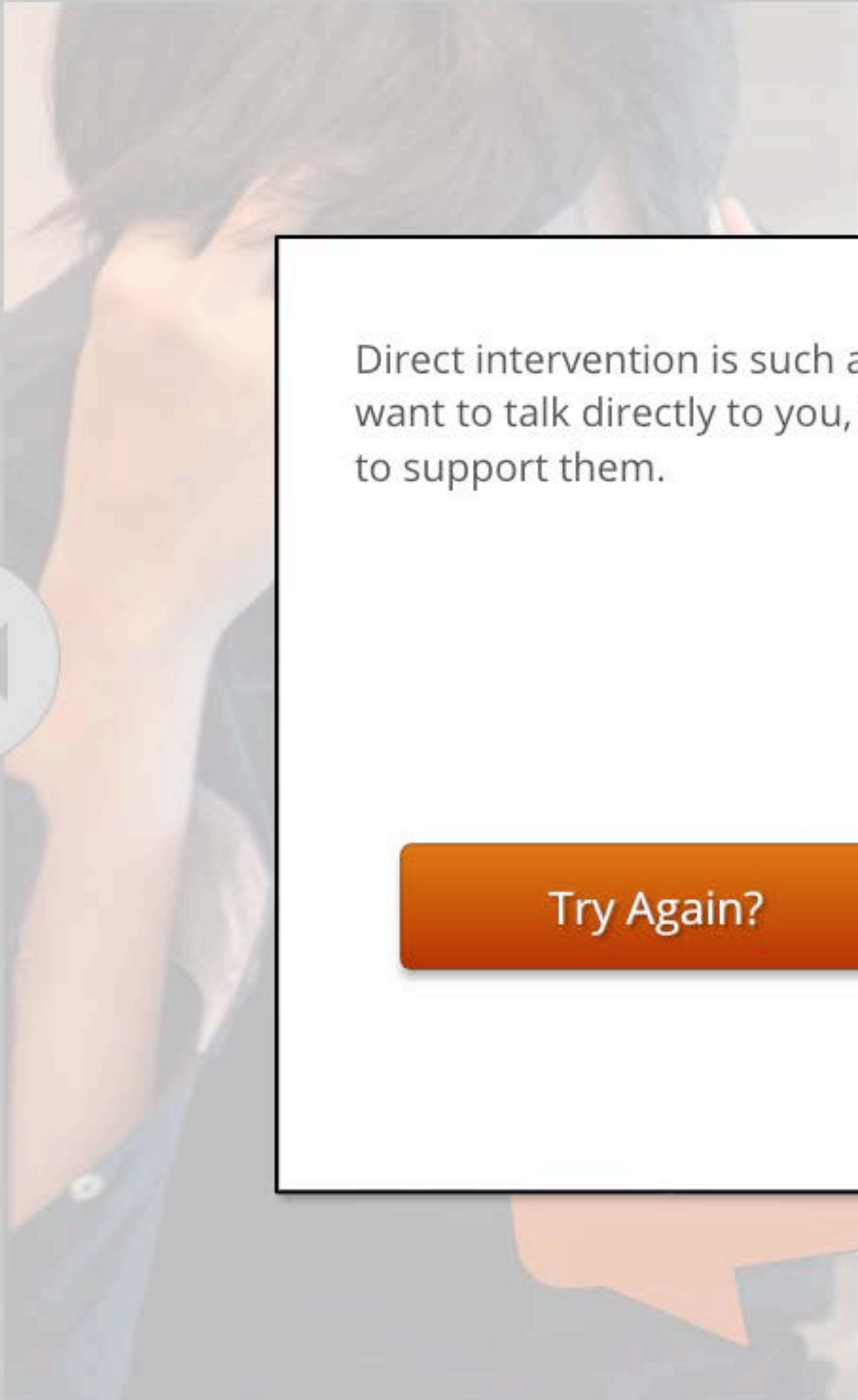
You are a student and you hear your roommate



Directly asking someone about an issue that seems to be none of your business can be really difficult. If direct intervention doesn't seem like an option for you, try getting one of their other friends involved, or the RA, if you're living on campus.

Try Again?

Next Page



Scenario Number 2

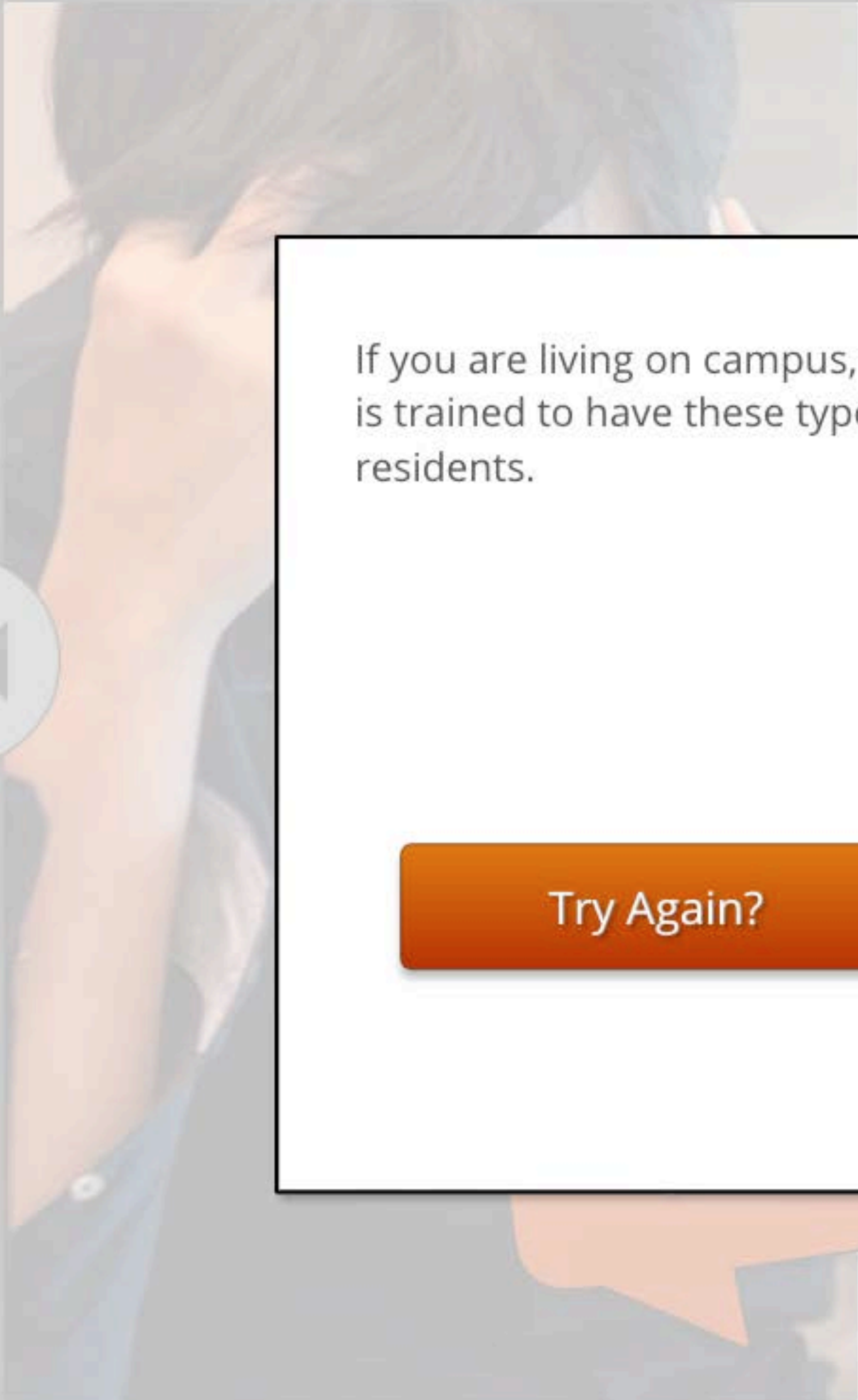
You are a student and you hear your roommate



Direct intervention is such a great choice! Even if your roommate doesn't want to talk directly to you, you are letting them know you care and want to support them.

Try Again?

Next Page



Scenario Number 2

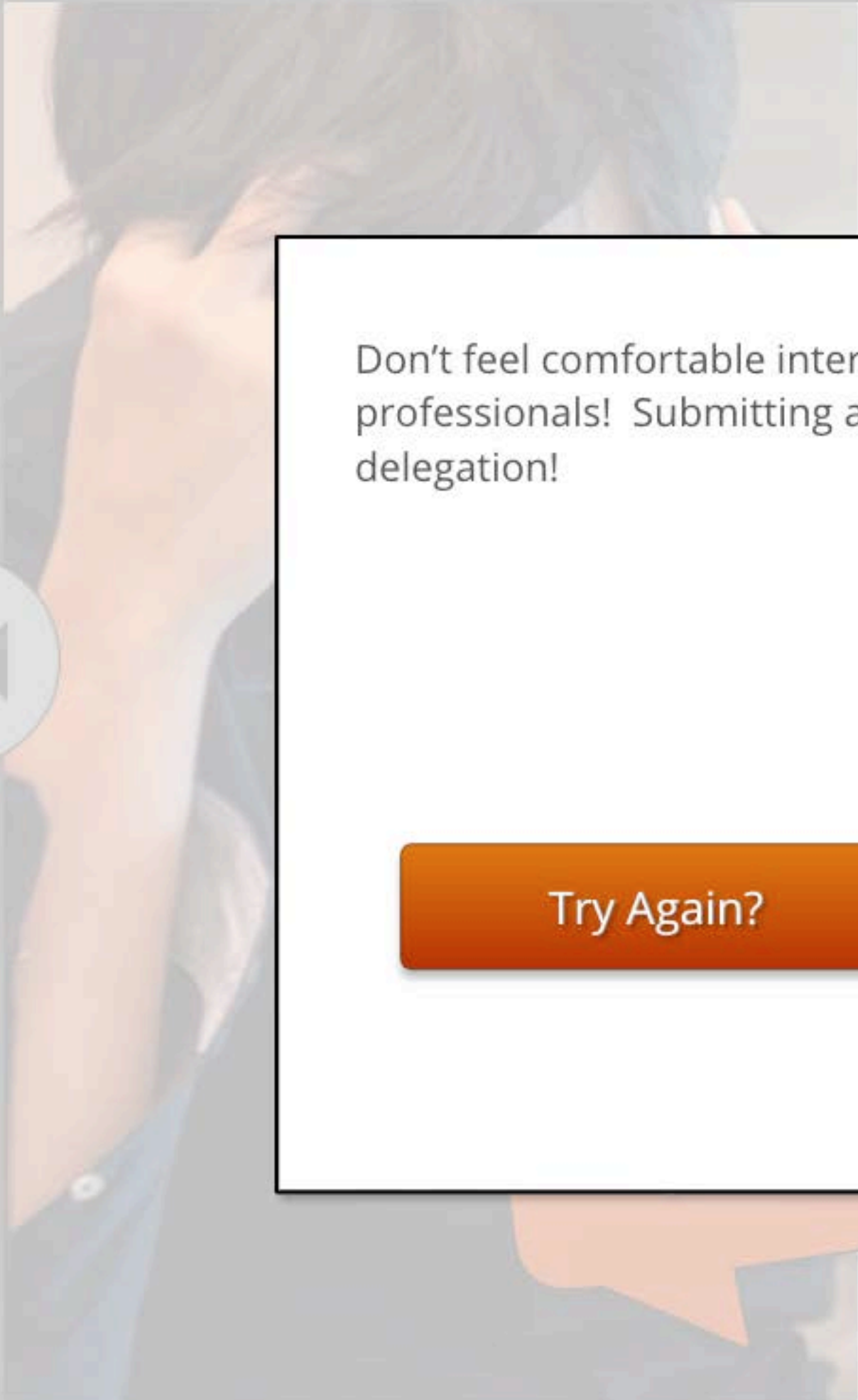
You are a student and you hear your roommate



If you are living on campus, this is a great option for delegation - your RA is trained to have these types of difficult conversations with their residents.

Try Again?

Next Page



Scenario Number 2

You are a student and you hear your roommate



Don't feel comfortable intervening on your own? Leave it to the professionals! Submitting a Care Report is an excellent choice for delegation!

Try Again?

Next Page

Scenario Number 3

You are sitting in the student dining hall and you see two women arguing. As you watch the situation, it looks like one of the women is using body language to intimidate the other. You...

- Keep an eye on the situation from a safe distance.
- Let a staff member know what is going on.
- Walk away - you don't want to get involved.
- Ask one of the women if they have a phone charger you can borrow.

Submit



Scenario Number 3

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Maybe you don't feel safe or comfortable intervening directly - that's ok, we all have different levels of comfort! By keeping an eye on the situation, you can call for help if things start to escalate.

Try Again?

Next Page



Scenario Number 3

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Great choice for delegation! The staff are available to make sure everyone is safe and comfortable when utilizing the facility.

Try Again?

Next Page



Scenario Number 3

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It can be so difficult to intervene in a situation, especially if you do not know the people involved. If you don't feel like it is your place to directly get involved or cause a distraction, you can delegate to someone else, by asking them to intervene.

Try Again?

Next Page



Scenario Number 3

You are
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This is a great way to cause a distraction. Most people carry phone chargers on them. By asking a very non-confrontational question, you are helping to deescalate the situation. You could also ask them for the time, or directions to your next class - the possibilities are endless!

Try Again?

Next Page



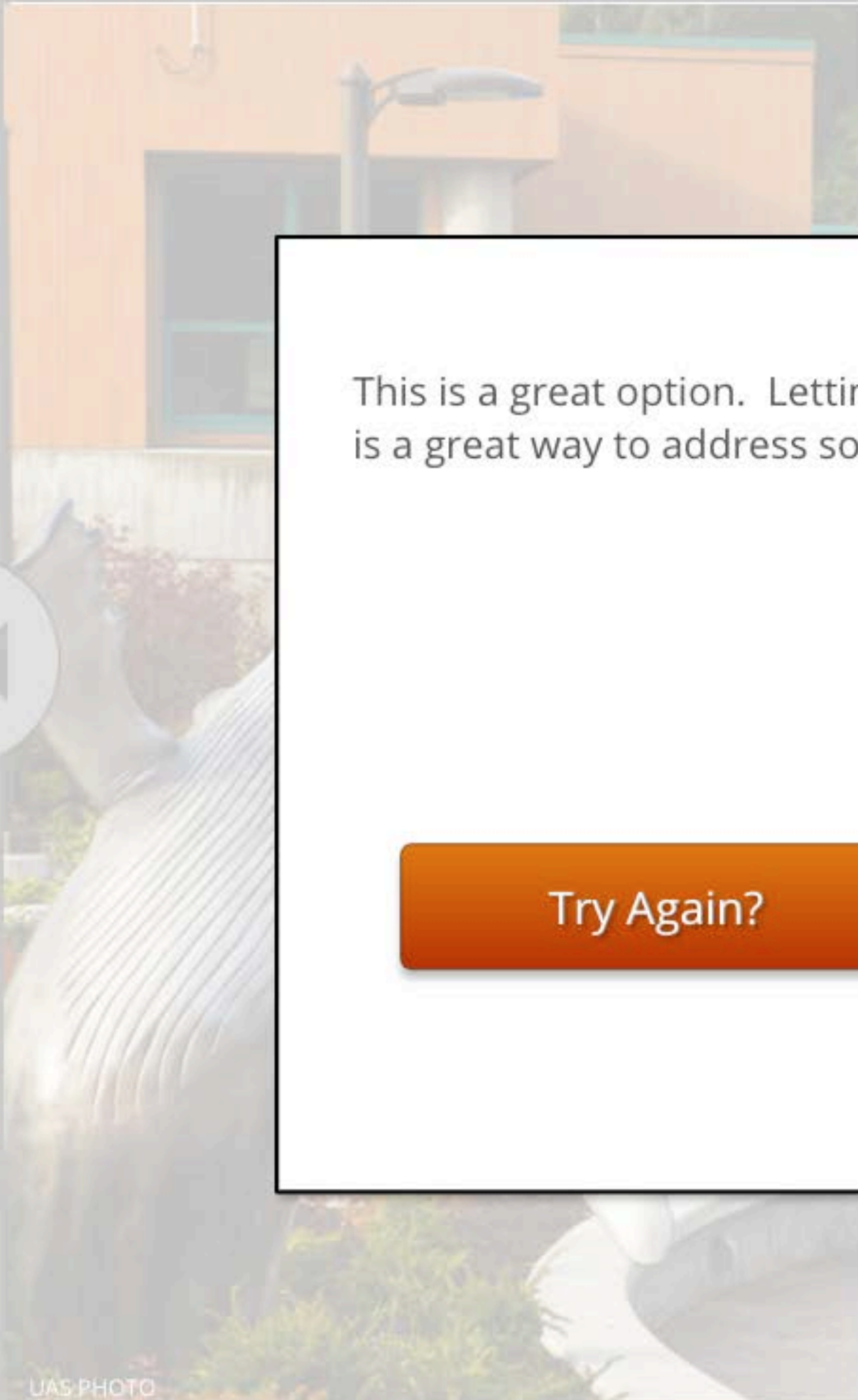


Scenario Number 4

You're a student and a friend of yours tells you they just ended a sexual relationship with their professor, but now that professor is threatening to fail them. You...

- Encourage them to talk to any university employee.
- Talk to your advisor about the situation.
- Make a Title IX report.
- You aren't really sure what to do, so you support them by listening.

Submit



Scenario Number 4

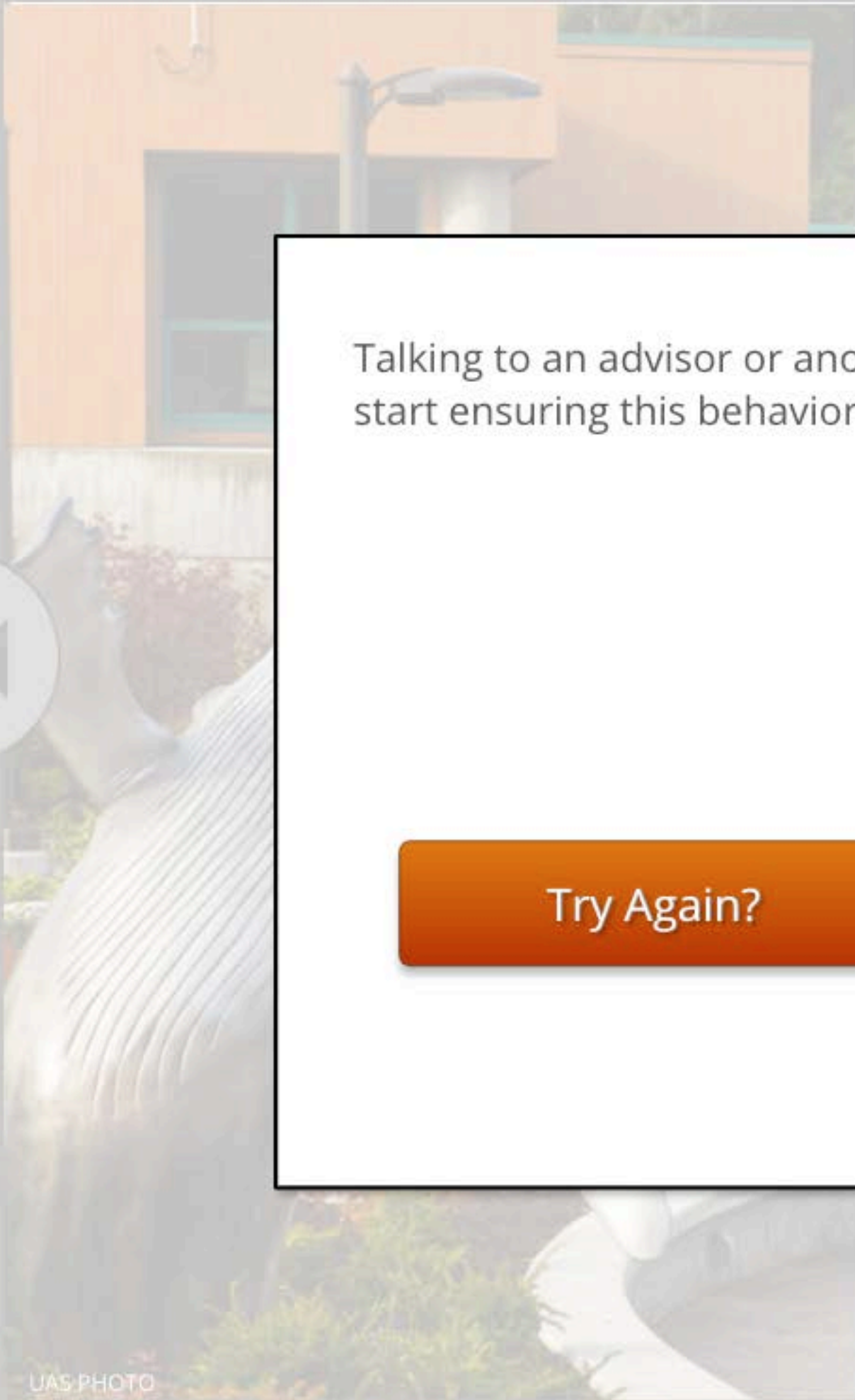


This is a great option. Letting someone higher up know there is an issue is a great way to address something head on.

they
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Try Again?

Next Page



Scenario Number 4

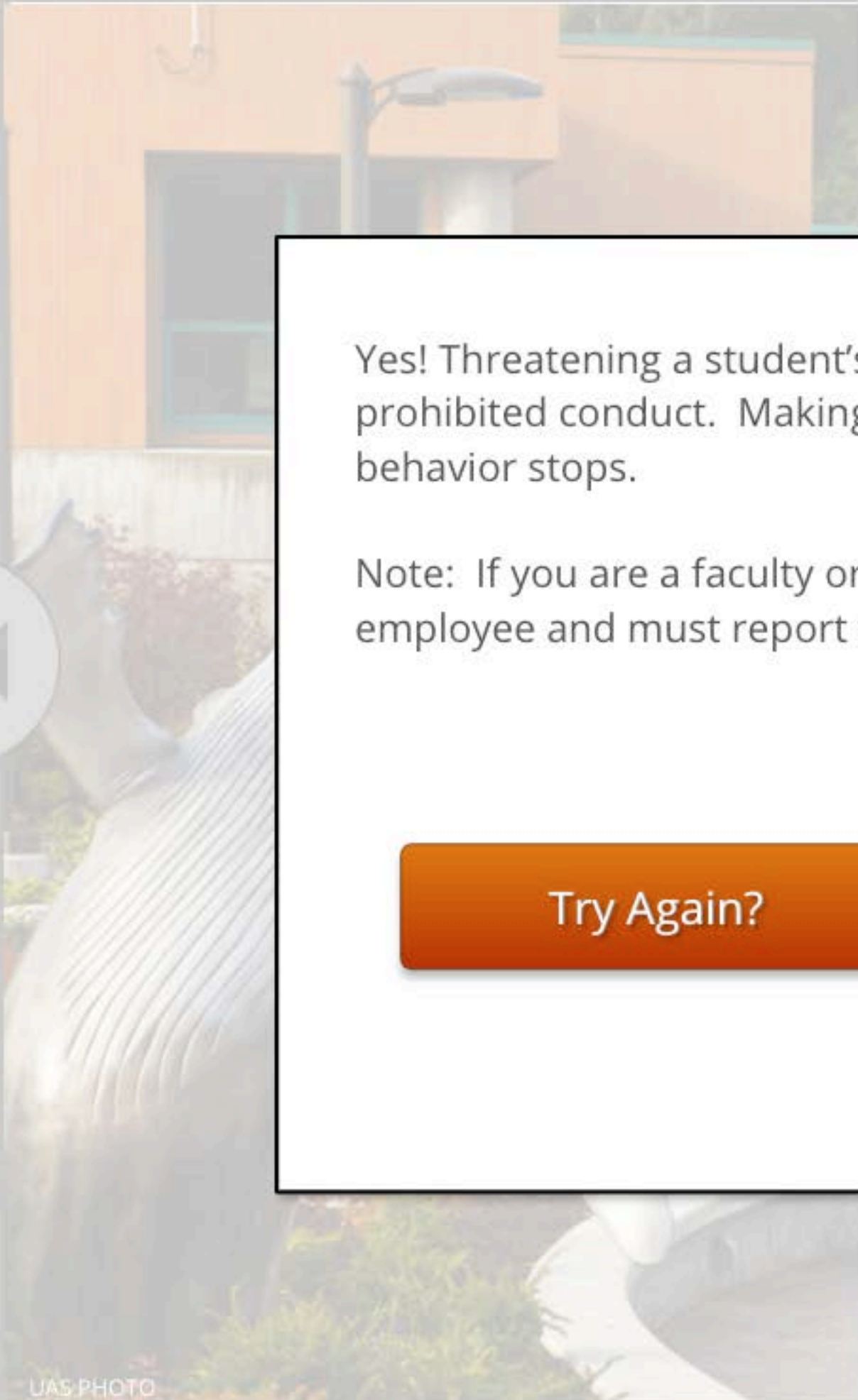
Talking to an advisor or another trusted faculty or staff is a great way to start ensuring this behavior stops.

Try Again?

Next Page



they
fessor,
nem.



Scenario Number 4



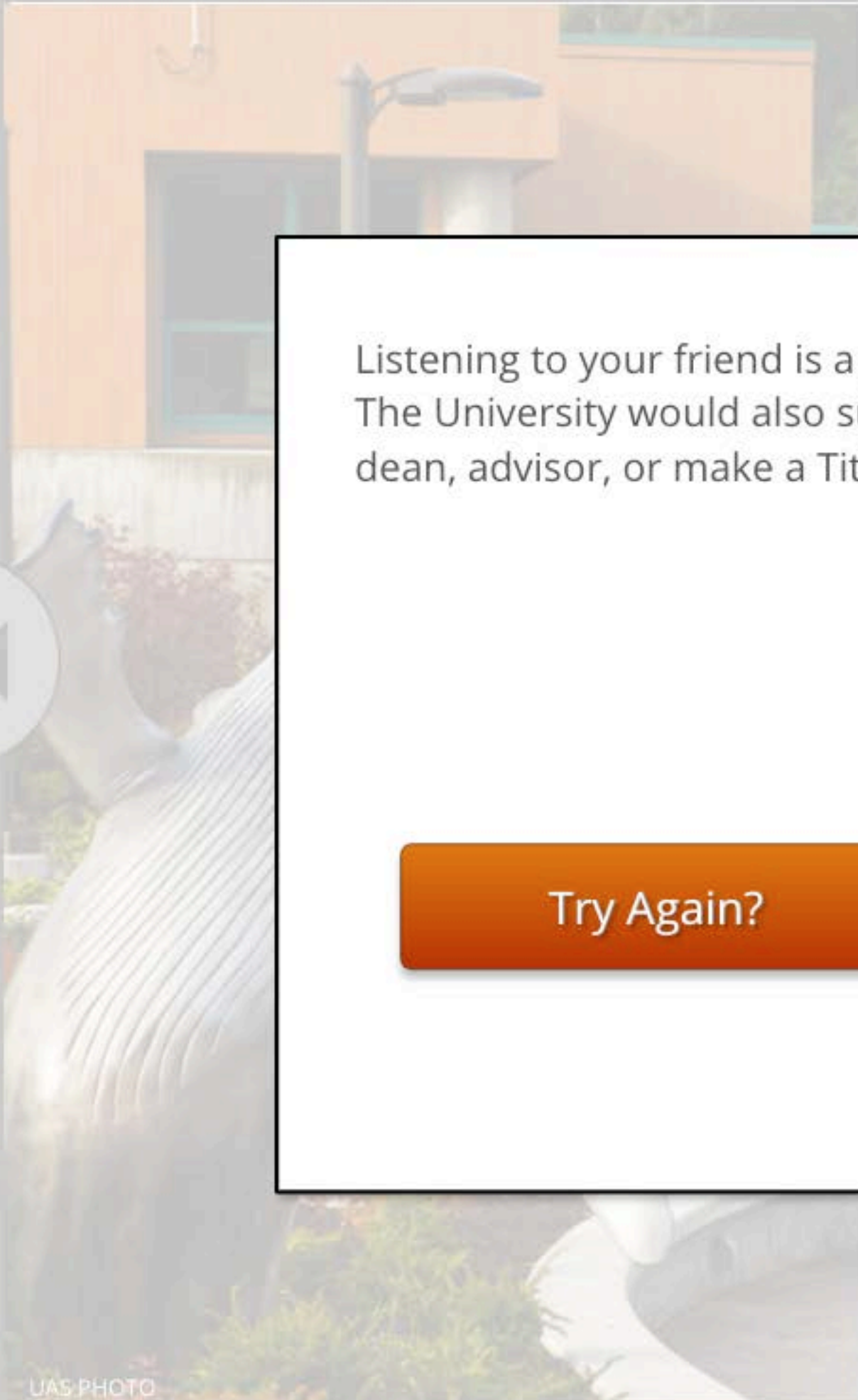
Yes! Threatening a student's grades is a form of retaliation and falls under prohibited conduct. Making a Title IX report is a great way to ensure this behavior stops.

Note: If you are a faculty or staff member you are a responsible employee and must report this information to Title IX.

Try Again?

Next Page

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Scenario Number 4



Listening to your friend is a great way to show your support for them. The University would also suggest you encourage them to talk to their dean, advisor, or make a Title IX report.

they
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Try Again?

Next Page

Scenario Number 5

Every time you encounter a particular individual on campus they ask you for your phone number and why you haven't added them on Instagram.

You begin feeling afraid to go places alone anywhere on campus for fear of encountering this individual. They have not specifically mentioned dating or sex, and you feel you might be overreacting or misreading the situation. You...

- Ignore the individual and keep going about your business.
- Talk with RDs/RAs/CAs or a trusted staff member for advice. Tell a faculty or staff member you trust.
- Directly tell them you do not want to give them your phone number or accept their friend request.
- Report this directly to the police.

Submit



Scenario Number 5

Every time you encounter a particular individual on campus that you have never met before...

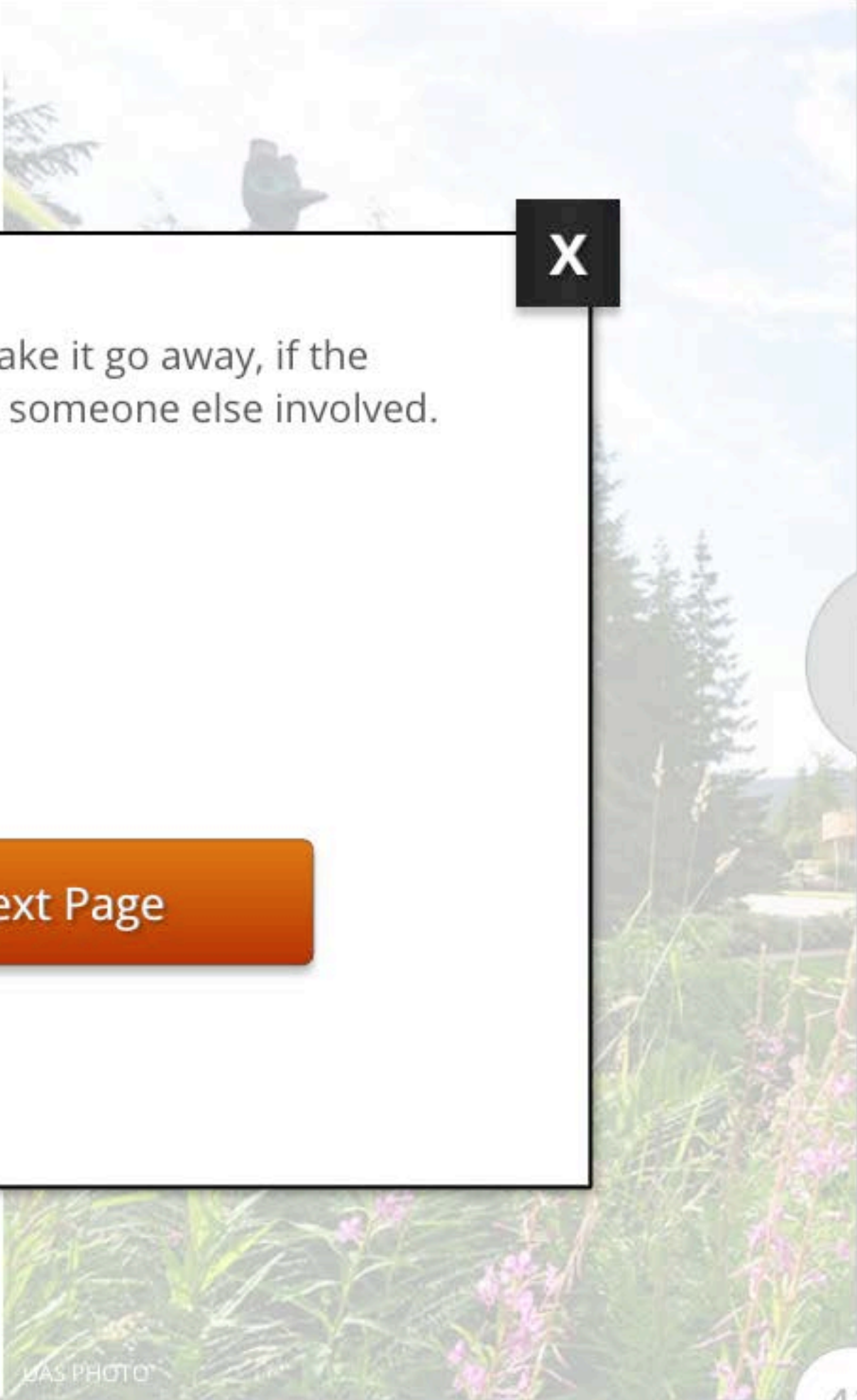
You begin to feel uncomfortable on campus. You have not met this person, but you feel you may be in a dangerous situation.

- Ignore the situation and walk away.
- Take a taxi home.
- Drive to the friend's house.
- Report the situation to campus security.

While ignoring the situation can sometimes make it go away, if the behavior persists, it may be a good idea to get someone else involved.

Try Again?

Next Page



Scenario Number 5

Every time you encounter a particular individual on campus that you have

You begin campus for have not feel you situation.

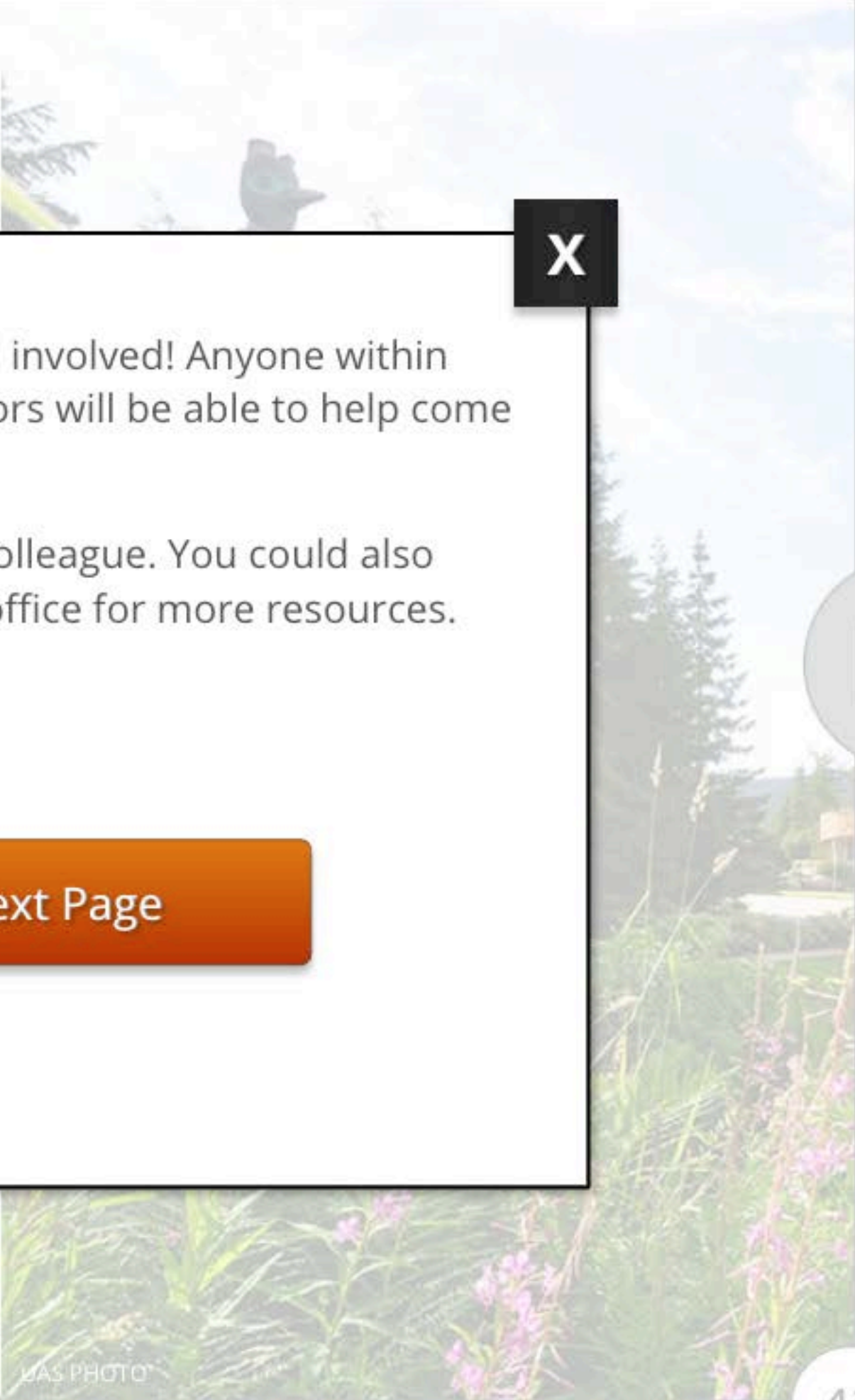
- Ignorance
- Talk to someone
- Discuss with friend
- Report

This is a great option for getting someone else involved! Anyone within Residence Life team and/or your faculty advisors will be able to help come up with solutions.

Employees may decide to discuss this with a colleague. You could also contact Human Resources and/or the Title IX office for more resources.

Try Again?

Next Page



Scenario Number 5

Every time you encounter a particular individual on campus that you have

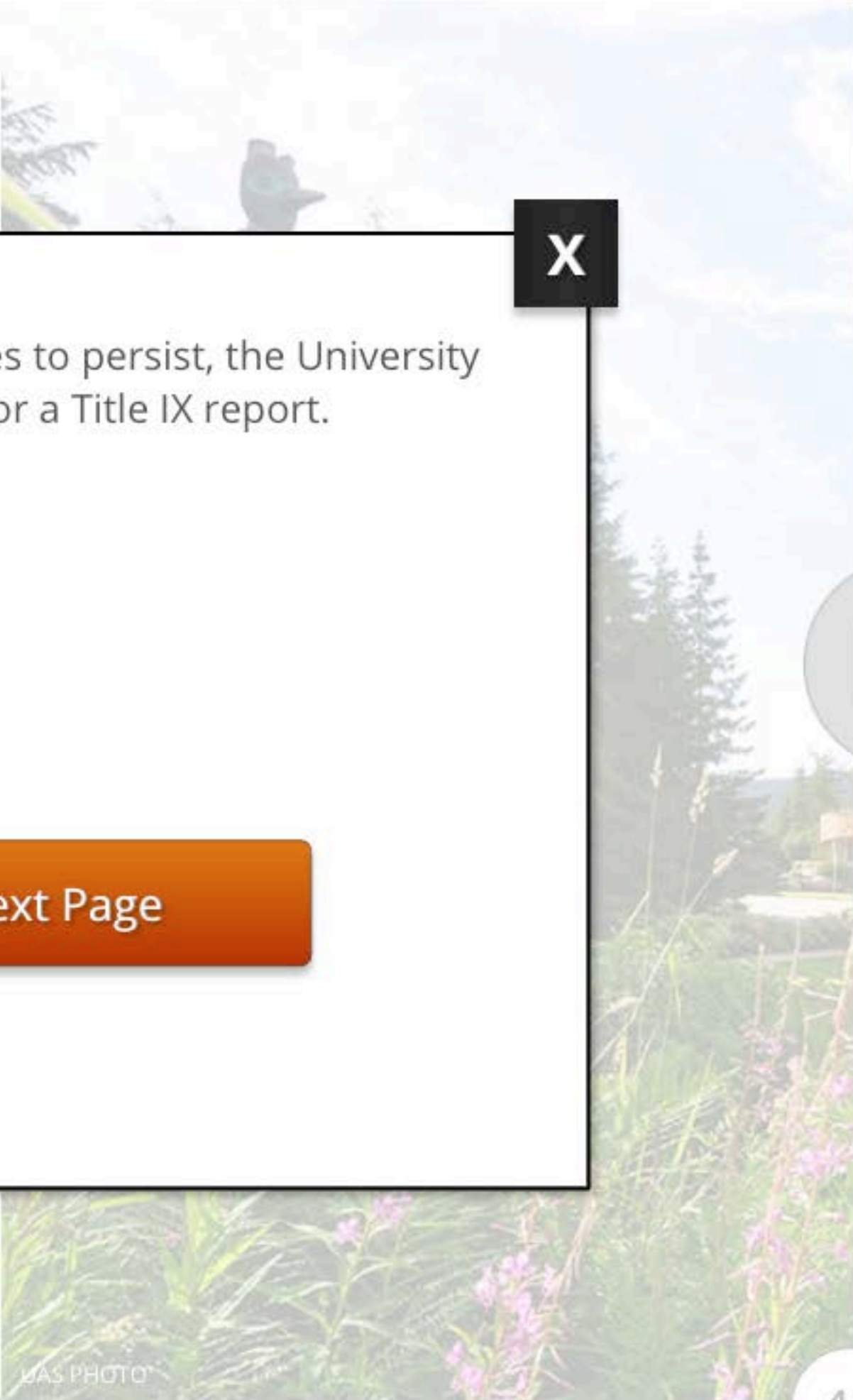
You begin campus for have not feel you situation.

- Ignorance
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This is a great option! If the behavior continues to persist, the University recommends you submit a Care Team report or a Title IX report.

Try Again?

Next Page



Scenario Number 5

Every time you encounter a particular individual on campus that you have

You begin campus for have not feel you situation.

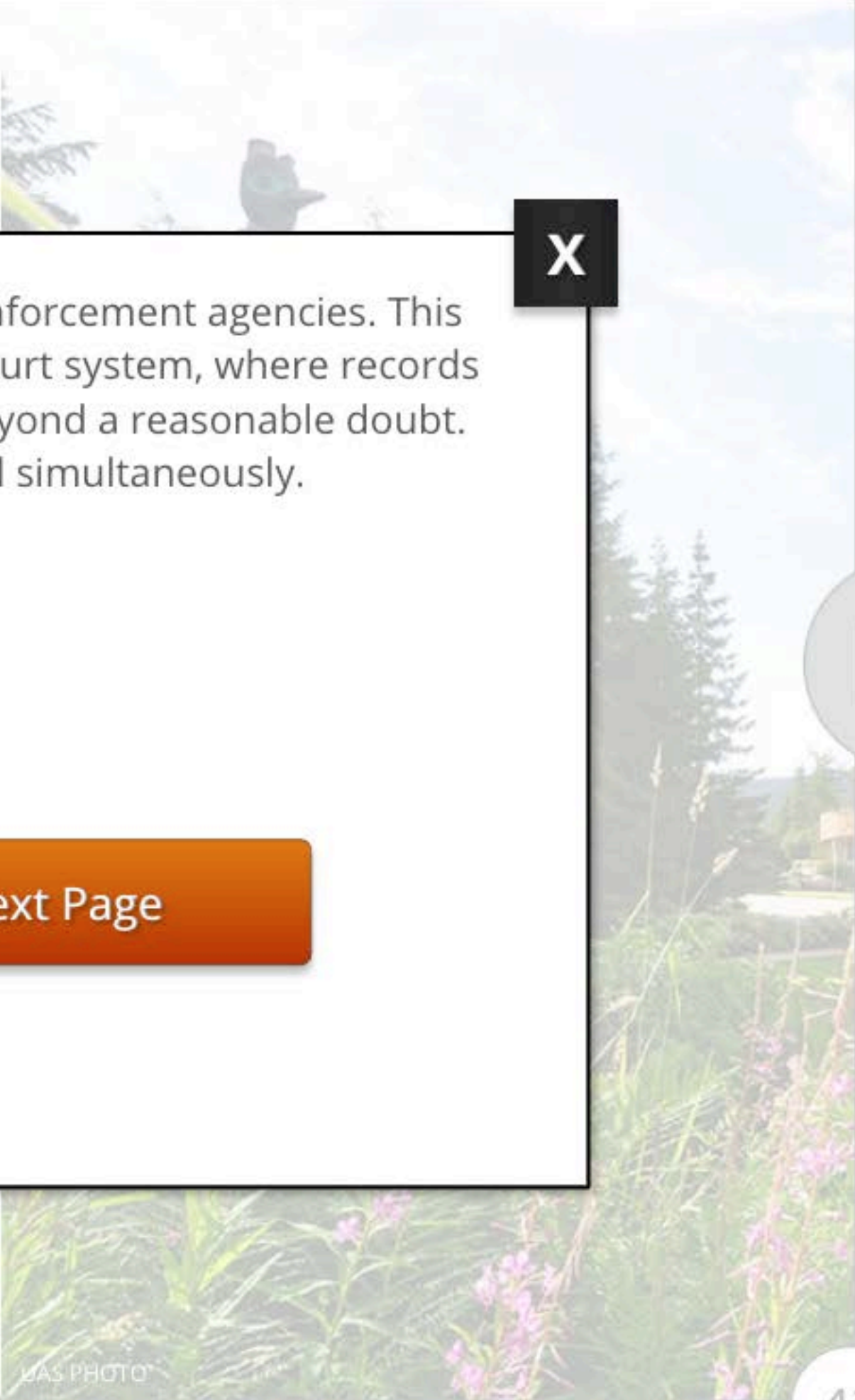
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At any time you may report incidents to law enforcement agencies. This may initiate a criminal case that goes to the court system, where records are public and accusations must be proved beyond a reasonable doubt. Criminal and administrative cases can proceed simultaneously.

Try Again?

Next Page

Submit





KPC PHOTO

Scenario Number 6

You are a faculty member at the end of your class session; there are just a few students remaining as they prepare to hand in their tests. One student appears upset and approaches you after class requesting to talk with you privately.

Once the other students have left, the student begins crying and states that "Something bad happened to me, it has really upset my life and now I'm having trouble with my classes." You..

- Immediately inform the student that you are a Responsible Employee and that you are required to report incidents of sex or gender-based discrimination to the Title IX coordinator. Also inform the individual that confidential resources are available to them. Thank them for trusting you with this information.
- Stop the student and immediately guide them to the counseling office.
- Tell the student that you are sure that the test was fine (you have misread the situation and thought the student was upset about the test and not a different issue).

Submit

Scenario Number 6

You are a faculty member at the end of your class session; there

Yes, it is important to let the student know that you are a responsible employee and let them make the choice to seek confidential support.

Try Again?

Next Page



Scenario Number 6

You are a faculty member at the end of your class session; there

It is fine to suggest that the student visit the counseling office, but remember that it is the student's decision to do so. In addition, this is an opportunity to let the student know that you are a responsible employee.

Try Again?

Next Page



Scenario Number 6

You are a faculty member at the end of your class session; there

The student is choosing you to disclose a difficult situation that occurred to them. After sharing that you are a responsible employee, allow them to share their experience with you or connect the student with the Equity and Compliance office.

Try Again?

Next Page



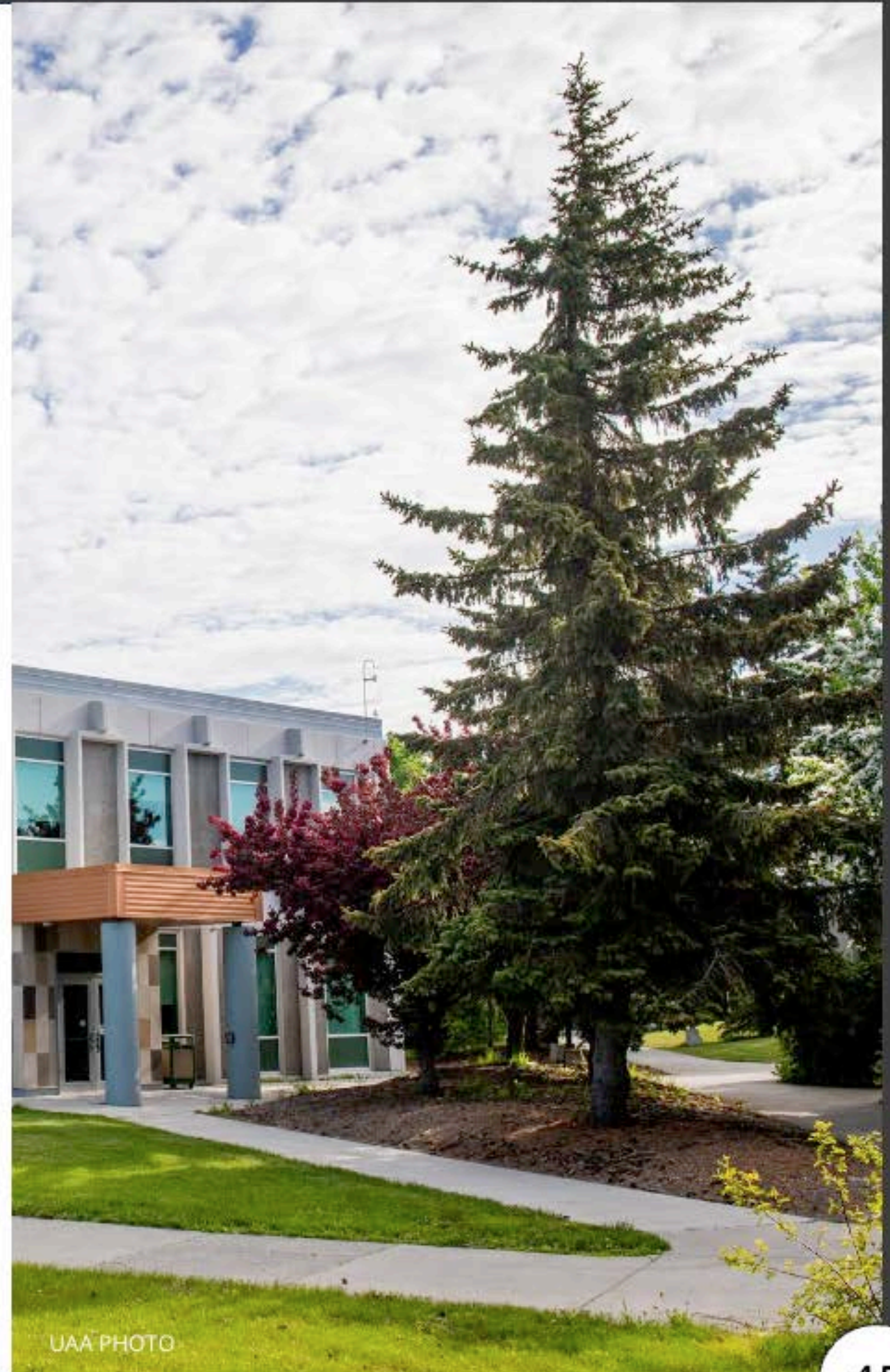
Scenario Number 7

You are a grad student. An opportunity just opened to participate in an international and very prestigious research project; only two students will be selected. Your professor recognized your talent and brought this opportunity to your attention, recommending that you apply for it.

You then meet with the faculty lead on the project and are told by that faculty member that you can ensure your selection for the project... in exchange for sexual favors. You...

- Contact your Title IX coordinator.
- Say nothing and apply anyway.
- Say nothing and move on. We understand this can be an incredibly traumatic thing to experience. You can submit an anonymous report.

Submit



UAA PHOTO

Scenario Number 7

You are a grad student. An opportunity just opened to participate in research. Your professor offers you the opportunity to apply for it.

You then are told by your professor that your selection is based on favors. You

- Contact the Title IX Coordinator
- Say no
- Say no, but be an ally
- You don't know

Yes! This information should be brought to the attention of the Title IX Coordinator. A university employee, agent, or contractor conditioning the provision of an aid, benefit, or service of the university on an individual's participation in unwelcome sexual conduct is prohibited conduct. It could include other scenarios such as being selected for a part in a play, a position on an athletic team, a promotion opportunity or a letter of recommendation.

Try Again?

Next Page



Scenario Number 7

You are a grad student. An opportunity just opened to participate in research. Your professor offers you the opportunity to apply for a grant.

You then are told by your professor that your selection favors. You

- Contact the professor
- Say no
- Say no but be an ally
- You can't

This is a problematic option, this is prohibited behavior and it is only once the university is aware of the behavior that it can be addressed.

Try Again?

Next Page



Scenario Number 7

You are a grad student. An opportunity just opened to participate in research. Your professor offers you the opportunity to apply for it.

You then are told by your professor that your selection favors. You

- Contact the professor
- Say no
- Say no, but be an ally. You can

This is a problematic option as this also includes a student's loss of an academic opportunity; this is prohibited behavior and it is only once the university is aware of the behavior that it can be addressed.

Try Again?

Next Page





Safety and Response

Strategies for Safety

No one deserves to be harmed by another individual. It is not your fault if you are harmed. You are not responsible for the acts of others. Talk openly with your partner about your boundaries.

With that in mind, here are a few safety strategies you may want to consider to help you feel safer when going out:

Know your surroundings and what's going on around you.

Make a plan. If you're going out, go with people you trust. Agree to watch out for each other and plan to leave together. If your plans change, make sure to touch base with each other. Don't leave someone stranded in an unfamiliar or unsafe situation.

Know your drink. Drink from unopened containers or drinks you watched being made and poured.

If you want to exit a situation immediately, it's okay to **make an excuse**. You are never obligated to remain in a situation that makes you feel uncomfortable, pressured, or threatened. You can also make something up to help a friend leave a situation that you think may be dangerous.

Trust your instincts. If something doesn't feel right, it probably isn't.

UA Alert (also called Rave) is UA's notification system, that releases information about emergencies; including personal notifications, mass notifications and community alerts.

What to Do If an Incident Occurs

- 1. Get safe.** Safety is the most important thing. Get to a safe place whether in your home, with a friend, a family member, or a medical facility.
- 2. Get support.** You don't have to cope alone. Call someone you trust, or reach out to one of the resources listed in this training.
- 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, 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 process gives you the chance to safely store DNA evidence should you decide to report at a future time. Evidence also may be helpful in obtaining a protection order. You are encouraged to also 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 investigators or police.

Minors on Campus

The University of Alaska is focused on the safety of all individuals participating in university-sponsored programs, activities and events. As minors are a particularly vulnerable population, UA takes extra precautions to protect minors participating in activities on UA's campuses or under the authority and direction of the university at other locations.

There are an increasing number of individuals on campus and in online courses under the age of 18. You may find these individuals in places such as:

- Residence Life
- Dual Enrollment
- Public Activities and Services
- Student Activities
- Youth Activities

Best Practices in the Protection of Minors

The best practice to protect yourself and the youth is to avoid being isolated or alone with a minor at any time.

If you cannot avoid being alone with a minor, please take steps to make it as safe as possible for yourself and the minor. If you need help developing an action plan for these situations, please contact your institution's Protection of Minors contact.

Alaska's sexual abuse of a minor statutes can be found at [AS 11.41.434 - 11.41.440](#). Relevant statutes include AS 11.41.434, AS 11.41.436, AS 11.41.438, and AS 11.41.440.

How to Report Concerns

If you see something of concern, please make a report to the [Office of Children's Services](#) and notify your Protection of Minors contact. This is required for state mandated reporters according to [AS 47.17.020](#).

Reports of concern can be made to the Office of Children's Services via email (ReportChildAbuse@alaska.gov), phone (1-800-478-4444), or fax (907-269-3939).

Protection of Minors Contacts

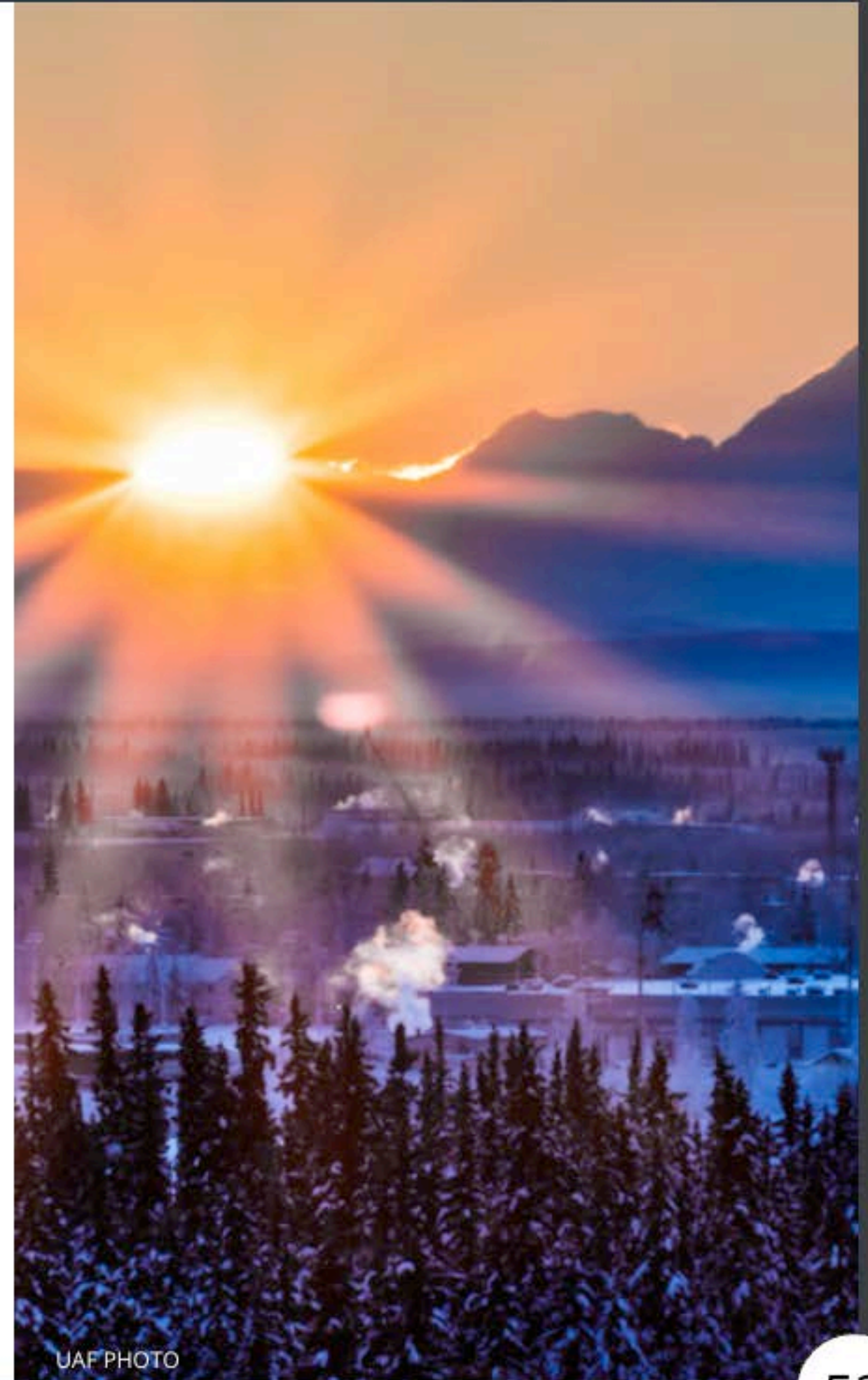
- **UAA:** Bridget Ballou, beballou@alaska.edu, (907) 786-1331
- **UAF:** Becca Whitman, rwhitman@alaska.edu, (907) 474-5487
- **UAS:** Ryan Wark, mrwark@alaska.edu, (907) 796-6371



Reports, Responses, and Resources

Reporting Information

- If you are being or have been affected by acts of sex or gender-based discrimination, we encourage you to report.
- Our campuses and communities are safer and more respectful when the university is aware of misconduct and is therefore able to respond.
- There are multiple reporting options which help the university take immediate action to stop, prevent and remedy sex and gender-based discrimination and harassment.
- Students have the right to choose whether or not to make a report to law enforcement, the university, confidential resources (such as counselors or advocates), or any combination of these options. A Responsible Employee must report all relevant details of sexual misconduct to the Title IX coordinator or other school designee within 24 hours of becoming aware. Additionally, employees have



UAF PHOTO

Reporting Information

- Students have the right to choose whether or not to make a report to law enforcement, the university, confidential resources (such as counselors or advocates), or any combination of these options. A Responsible Employee must report all relevant details of sexual misconduct to the Title IX coordinator or other school designee within 24 hours of becoming aware. Additionally, employees have the right to choose whether or not to make a report to law enforcement or confidential resources (such as counselors or advocates).
- If you are a Responsible Employee and someone confides in you about acts of sex or gender-based discrimination, please be transparent with them about your reporting status, and direct them to a confidential resource if they are not yet ready to make a report. Making a report as a Responsible Employee does not mean you have to participate in the process.



UAF PHOTO



Reporting Options

There are 3 types of reporting options: anonymous, confidential and non-confidential. Use the buttons below to learn more.

Anonymous

Confidential

Non-Confidential



Anonymous

Anonymous complaints or reports are permitted, but they may limit the Title IX staff's ability to respond.

- [UAA Title IX Report](#)
- [UAF Title IX Report](#)
- [UAS Title IX Report](#)
- [Ethics Point: 1-855-251-5719](#)

Confidential



Confidential resources may include: mental-health counselors, pastoral counselors, social workers, psychologists or other persons with a professional license requiring confidentiality who are working within that license.

Community and campus advocates are also considered confidential resources.

UAA

UAF

UAS

Statewide Resources

National Resources

University of Alaska Anchorage Confidential Resources



[Student Health and Counseling Center](#): 907-786-4040

[Psychological Services Center](#): 907-786-1795

[STAR \(Anchorage\)](#): 907-276-7273 or 1-800-478-8999



University of Alaska Fairbanks Confidential Resources



[Student Health and Counseling Center](#): 907-474-7043

[Interior Alaska Center for Non-Violent Living](#): 907-452-2293 or 1-800-478-7273



University of Alaska Southeast Confidential Resources



[UAS Counseling Services](#): 907-796-6000





Confidential Statewide Resources

[STAR \(Anchorage\)](#): 907-276-7273 or 1-800-478-8999

[AWAIC \(Anchorage\)](#): 907-272-0100

[AVV \(Valdez\)](#): 907-835-2999 or 1-800-835-4044

[South Peninsula Haven House \(Homer\)](#): 907-235-8943 or 1-800-478-7712

[LeeShore Center \(Kenai\)](#): 907-283-7257

[KWRCC \(Kodiak\)](#): 907-486-3625 or 1-888-486-3625

[Interior Alaska Center for Non-Violent Living](#): 907-452-2293 or 1-800-478-7273

[Tundra Women's Coalition \(Bethel\)](#): 907-543-3456 or 1-800-478-7799

[Safe and Fear-Free Environment \(Dillingham\)](#): (907) 842-2320

[Bering Sea Women's Group \(Nome\)](#): (800) 570-5444 / (907) 443-5444

[Maniilaq Family Crisis Center \(Kotzebue\)](#): (907) 442-3724

[AWARE \(Juneau\)](#): 907-586-1090

[SAFV \(Sitka\)](#): 907-747-6511 or 1-800-478-6511

[WISH \(Ketchikan\)](#): 907-225-9474 or 1-800-478-9474



Confidential Statewide Resources

[STAR \(Anchorage\)](#): 907-276-7273 or 1-800-478-8999

[AWAIC \(Anchorage\)](#): 907-272-0100

[AVV \(Valdez\)](#): 907-835-2999 or 1-800-835-4044

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[SAFV \(Sitka\)](#): 907-747-6511 or 1-800-478-6511

[WISH \(Ketchikan\)](#): 907-225-9474 or 1-800-478-9474

Confidential National Resources



[National Domestic Violence Hotline](#): 1-800-799-7233 OR (TTY) 1-800-787-3224

[RAINN](#): 1-800-656-4673

[love is respect](#): 1-866-331-9474 or text loveis to 22522



Non-Confidential



All UA staff or faculty are considered "[responsible employees](#)," except those listed as confidential resources.

This could include:

- [UAA Title IX Coordinator](#)
- [UAF Title IX Coordinator](#)
- [UAS Title IX Coordinator](#)
- University Care Team
- Residence Life staff (including student staff)
- Local police department and/or University Police
- [UAA: Dean of Students Office](#)
- [UAF: Center for Student Rights and Responsibilities](#)
- [UAS: Dean of Students Office](#)

What to Expect When You Make a Report

Once a report has been made, the person who reports experiencing sex or gender-based discrimination (called the complainant) will receive outreach from the Title IX office to establish if the complainant has any immediate needs and safety concerns.

Next steps may include:

Supportive measures will be offered to all complainants and respondents.

Complainants will have the choice of whether or not they would like to proceed through the Title IX process. The university will do its best to respect the complainant's wishes.

Anonymous or informal reports can be submitted, but this may limit the university's ability to address the behavior. To initiate the Title IX grievance process or informal resolution, a formal complaint must be submitted.

Possible further actions may include:

An interview meeting to gather facts regarding the reported behavior to include an overview of the complainant's rights and the resources available to them.

Witnesses may be interviewed.

The Title IX staff will determine how the reported behavior may be addressed through informal resolution, investigation or referral. The parties will be notified of the next steps prior to action being taken.

**What to expect when
a report is made**

What to Expect When You Make a Report

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Anonymous Reporting

Reporting on Behalf

Self-Report

what to expect when
a report is made

What to Expect When You Make a Report

Anonymous Reporting

The university's ability to respond may be limited if the Title IX office is unable to follow up for required or needed additional information to complete an inquiry.



What to expect when a report is made

What to Expect When You Make a Report

Reporting on Behalf

Thank you for helping to uphold our community of respect. Please be aware out of respect for the privacy of the parties involved and FERPA you will not be provided on-going updates or additional information on the report. You may be contacted by the Title IX office for additional information.



What to expect when a report is made

What to Expect When You Make a Report

Self-Report

Everyone has the right to report and the university strongly encourages you to report any conduct which you reasonably believe constitutes sex- or gender-based discrimination.

As detailed in BOR P&R 01.04.070, both the complainant and respondent have the right to receive reasonably available and appropriate supportive measures upon request (e.g., assistance accessing confidential counseling or advocacy services; academic support; on-campus escorts; university no contact orders; and

resolution, a formal complaint must be submitted.

a report is made

What to Expect When You Make a Report

discrimination.

As detailed in BOR P&R 01.04.070, both the complainant and respondent have the right to receive reasonably available and appropriate supportive measures upon request (e.g., assistance accessing confidential counseling or advocacy services; academic support; on-campus escorts; university no contact orders; and adjustments to classes, housing, and work environments). A formal complaint is not required to receive supportive measures, and they may be requested or changed at any time, without any fee to the party.

resolution, a formal complaint must be submitted.

a report is made

What to Expect If You Are Alleged of Sex or Gender-Based Discrimination

Once a formal complaint has been submitted, the alleged party (called the respondent) will receive outreach from the Title IX office.

Until a determination regarding responsibility is made at the conclusion of the grievance process, the respondent will be presumed to be not responsible for any alleged sex or gender-based discrimination.

Next steps may include:

Supportive measures will be offered to all parties.

The parties have a choice of whether or not they would like to participate, however, the university may proceed despite nonparticipation. Any party may request informal resolution.

What Are Supportive Measures?
[Click here](#)

Possible further actions may include:

An interview meeting to gather facts regarding the reported behavior to include an overview of the rights and the resources available to them.

Witnesses may be interviewed.

The Title IX staff will determine how the reported behavior may be addressed through informal resolution, investigation or referral. The parties will be notified of the next steps prior to action being taken.

What to Expect If You Are Alleged of Sex or Gender

Once you receive a notice of an investigation, you will have the opportunity to provide your side of the story. Until a process is based on the evidence.

Next

Supportive measures are actions the university can take to support your health and safety as you pursue your educational goals. If reasonably available, they may include, but are not limited to:

The university will provide you with non-punitive information.

What Are Supportive Measures?

Supportive measures are actions the university can take to support your health and safety as you pursue your educational goals. If reasonably available, they may include, but are not limited to:

- Imposing an on-campus no contact directive, an administrative action designed to stop contact and communications between two or more individuals
- Fully or partially restricting the respondent's access to the University or University services or functions
- Counseling or other confidential advocacy services
- Changing campus housing
- Changing class schedules, or assisting in withdrawal without penalty
- Rescheduling of exams and assignments
- Changes in university work schedule or job assignments

or referral. The parties will be notified of the next steps prior to action being taken.

Click here

What to Expect If You Are Alleged of Sex or Gender

Once received
Until a process based

Next

Support parties

The university non-inform

- Fully or partially restricting the respondent's access to the University or University services or functions
- Counseling or other confidential advocacy services
- Changing campus housing
- Changing class schedules, or assisting in withdrawal without penalty
- Rescheduling of exams and assignments
- Changes in university work schedule or job assignments
- Providing access to medical services
- Making transportation arrangements or arranging a safety escort
- Other specific interventions based on circumstances

To request supportive measures, contact the Office of Equity and Compliance, Dean of Students Office, Center for Students Rights and Responsibilities, Student Services at community campuses and/or the Department of Residence Life.

or referral. The parties will be notified of the next steps prior to action being taken.

Click

The Rights of Those Involved in an Investigation

The Complainant Has the Right to:

- File a criminal and/or civil complaint in addition to the Title IX complaint
- An emphasis on privacy
- Regular updates from the Title IX office
- Supportive measures, resources and remedies when applicable
- An advocate or support person of the complainant's choice, which can include a friend, family member, advocate, attorney, etc.
- Appointment of an advisor for the cross examination at the hearing if the complainant does not have one at the time that the Title IX investigator's report is released
- Opportunity to provide information and evidence before a report is completed
- Opportunity to review information and evidence before a decision is made
- A prompt, fair, and impartial investigation
- A hearing with the opportunity for cross-examination
- Notice of the outcome of the hearing, and if applicable, any disciplinary actions
- Appeal
- Be free from retaliation

The Rights of Those Involved in an Investigation continued

The Respondent Has the Right to:

- Be presumed to be not responsible until a determination is made at the conclusion of the grievance process
- Notice of allegations
- An emphasis on privacy
- Regular updates from the Title IX office
- Supportive measures, resources and remedies when applicable
- An advisor or support person of the respondent's choice, which can include a friend, family member, advocate, attorney, etc.
- Appointment of an advisor for the cross examination at the hearing if the respondent does not have one at the time that the Title IX investigator's report is released
- Opportunity to provide information and evidence before a report is completed
- Opportunity to review information and evidence before a decision is made
- A prompt, fair, and impartial investigation
- A hearing with the opportunity for cross-examination
- Notice of the outcome of the hearing, and if applicable disciplinary actions
- Appeal
- Be free from retaliation

How UA Protects the Confidentiality of Individuals Involved

- Your personally identifiable information will be treated as private and only shared with persons who have a specific need-to-know, such as those who are investigating your report or those involved in providing support services you may require, including interim measures, counseling, or residence changes. Absolute confidentiality may not be maintained in all circumstances, especially if the university must take action to protect the safety of others.
- The university does not publish the name of crime victims or other identifiable information in the daily crime log or in the annual crime statistics that are disclosed in compliance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act. If a timely warning notice to the campus community is required to ensure safety, names and other personally identifiable information about the complainant will always be withheld.

Resources

If you are wanting to talk with someone, the following are the confidential and non confidential resources we have available within our UA communities and across the nation.

UA CONFIDENTIAL RESOURCES

UAA

UAF

UAS

UA NON-CONFIDENTIAL

NATIONAL CONFIDENTIAL

Resources

If you are
resources

UAA Confidential Resources



[Student Health and Counseling Center](#): 907-786-4040

[Psychological Services Center](#): 907-786-1795

KPC Counseling (Soldotna): 907-262-0383

KPC Health (Soldotna): 907-262-0347

[Center for Advocacy, Relationships and Sexual Violence](#): 907-276-7273

[STAR \(Anchorage\)](#): 907-276-7273 or 1-800-478-8999

[AWAIC \(Anchorage\)](#): 907-272-0100

[AVV \(Valdez\)](#): 907-835-2999 or 1-800-835-4044

[South Peninsula Haven House \(Homer\)](#): 907-235-8943 or 1-800-478-7712

Resources

If you are
resources

[KPC Health \(Soldotna\): 907-262-0347](#)

[KPC Health \(Soldotna\): 907-262-0347](#)

[Center for Advocacy, Relationships and Sexual Violence: 907-276-7273](#)

[STAR \(Anchorage\): 907-276-7273 or 1-800-478-8999](#)

[AWAIC \(Anchorage\): 907-272-0100](#)

[AVV \(Valdez\): 907-835-2999 or 1-800-835-4044](#)

[South Peninsula Haven House \(Homer\): 907-235-8943 or 1-800-478-7712](#)

[LeeShore Center \(Kenai\): 907-283-7257](#)

[KWRCC \(Kodiak\): 907-486-3625 or 1-888-486-3625](#)



Resources

If you are
resources

UAF Confidential Resources



[Student Health and Counseling Center](#): 907-474-7043

[Resource and Advocacy Center](#): 907-474-6360

[Interior Alaska Center for Non-Violent Living](#): 907-452-2293 or 1-800-478-7273

[Tundra Women's Coalition \(Bethel\)](#): 907-543-3456 or 1-800-478-7799

[Safe and Fear-Free Environment \(Dillingham\)](#): (907) 842-2320

[Bering Sea Women's Group \(Nome\)](#): (800) 570-5444 or (907) 443-5444

[Maniilaq Family Crisis Center \(Kotzebue\)](#): (907) 442-3724

Resources

If you are
resources

UAS Confidential Resources

[UAS Counseling Services](#): 907-796-6000

[AWARE \(Juneau\)](#): 907-586-1090

[SAFV \(Sitka\)](#): 907-747-6511 or 1-800-478-6511

[WISH \(Ketchikan\)](#): 907-225-9474 or 1-800-478-9474

[Alaska Network on Domestic Violence & Sexual Assault](#)

[RAINN](#)

[The Hotline](#)

Resources

If you are
resources

UA Non-Confidential Resources



All UA staff or faculty are considered “responsible employees”, except those listed as confidential resources.

This could include:

- [The UAS Title IX Coordinator](#)
- [The UAF Title IX Coordinator](#)
- [The UAA Title IX Coordinator](#)
- University Care Team
 - [UAA Care Team](#)
 - [UAF Care Team](#)
 - [UAS Care Team](#)
- Residence Life staff (including student staff)
- Local police department and/or University Police

Resources

If you are
resources

All UA staff or faculty are considered “responsible employees”, except those listed as confidential resources.

This could include:

- [The UAS Title IX Coordinator](#)
- [The UAF Title IX Coordinator](#)
- [The UAA Title IX Coordinator](#)
- University Care Team
 - [UAA Care Team](#)
 - [UAF Care Team](#)
 - [UAS Care Team](#)
- Residence Life staff (including student staff)
- Local police department and/or University Police
- [UAS Native and Rural Student Center](#)

X

Resources

If you are
resources

National Confidential Resources



[National Domestic Violence Hotline](#): 1-800-799-7233 OR (TTY) 1-800-787-3224

[RAINN](#): 1-800-656-4673

[Love is Respect](#): 1-866-331-9474 or text loveis to 22522

Additional Resources

There are numerous resources and services available to you on campus and in the community, including legal assistance, visa and immigration assistance, and student financial support.

UAA

UAF

UAS

STATEWIDE

Additional Resources

There are
including

UAA



International Student Services: 907-786-1027

Office of Financial Aid: 907-786-1480

[Title IX](#)

Additional Resources

There are
including

UAF

[Title IX](#)

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Additional Resources

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UAS

[Title IX](#)

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Additional Resources

There are
including

Statewide



[Alaska Legal Assistance Corporation](#)

[Alaska Institute for Justice](#)

[Alaska Commission on Postsecondary Education and Alaska Student Loan Corporation](#)

The Process

Title IX is committed to a fair and equitable process.

Click the circles to learn more
All circles must be visited to advance.





Inquiry or Investigation

THOROUGH: All parties can expect attention to detail and accuracy in the process.

RELIABLE: All parties can expect consistent processes and equitable treatment.

IMPARTIAL: Handled by an unbiased investigator, with no conflict of interest in the case.





Process

PROMPT: UA is committed to a timely and prompt grievance process. Availability of parties and evidence, campus closures, and the complexity of the matter may impact the length of the process.

EFFECTIVE: Process identifies, assesses, and addresses the alleged violations.

EQUITABLE: Both the complainant and respondent have access to resources (e.g., counseling) and equal opportunity to participate; have others present during any institutional administrative proceeding; present relevant witnesses and other evidence; timely access to information and any initial, interim, and final decision; a neutral decision-maker; and opportunity to appeal.

Remedies

END THE DISCRIMINATION: The university will take measures to stop the behavior. This may include, but is not limited to: a conversation about behavioral expectations, issuance of no contact orders and/or trespasses.

PREVENT RECURRENCE: Preventing recurrence can be handled through multiple mechanisms:

- Sanctions or disciplinary action
- Prevention programming, such as training, educational programming, and outreach to students and employees

REMEDY: This will depend on the needs of the parties involved and of the university community. All parties are offered support and resources. A remedy may include awareness and prevention programs and/or Title IX training.

SANCTIONS: If the respondent is found responsible for violating university policy, discipline will be imposed according to Regents' Policy. The discipline range for students includes a warning, discretionary sanctions (e.g., community service, educational classes, research, counseling), disciplinary



END THE DISCRIMINATION: The university will take measures to stop the behavior. This may include, but is not limited to: a conversation about behavioral expectations, issuance of no contact orders and/or trespasses.

PREVENT RECURRENCE: Preventing recurrence can be handled through multiple mechanisms:

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SANCTIONS: If the respondent is found responsible for violating university policy, discipline will be imposed according to Regents' Policy. The discipline range for students includes a warning, discretionary sanctions (e.g., community service, educational classes, research, counseling), disciplinary probation, restricted access (to part or all of campus), suspension, or expulsion.



Grievance Process

- As described in more detail in BOR P&R 01.04.160, during the grievance process respondents are presumed not responsible for alleged conduct until a determination regarding responsibility is made.
- Upon the conclusion of the investigation, the parties will be given the opportunity to review and respond to all evidence obtained during the investigation which is related to the allegations, then the investigator will write a report summarizing the evidence. The parties will also be given the opportunity to respond to the report before a live hearing is held.
- At the hearing, each party will have the opportunity to cross-examine, through their own advisor, any other participating parties and witnesses. The decision-maker may consider statements made by parties or witnesses that are otherwise permitted under the regulations, regardless of whether the statement is subject to cross-examination.
- After the hearing, the decision-maker will issue a written determination deciding whether university policy has been violated, using the preponderance of the evidence standard, and if there is a finding of responsibility, announcing discipline and remedies.

Summary



In this course you learned:

- The University of Alaska's system wide prohibition against sex and gender-based discrimination (including sexual harassment and sexual violence)
- How to recognize sex and gender-based discrimination and sexual harassment when it occurs
- Safe strategies for bystander intervention
- Reporting procedures for Title IX incidents, including how and whom to report any incidents of sex and gender-based discrimination
- A general overview of Title IX and the rights it confers on students and employees
- The resources available to students and employees involved in Title IX reports, including supportive measures available during the reporting and resolution
- The existence of the Office for Civil Rights and its authority to enforce Title IX

To officially record your training completion please continue to the next slide.

Feedback



UNIVERSITY
of ALASKA
Many Traditions One Alaska

If you would like to provide your feedback about the training, please click the link below and take a moment to submit your comments.

Thank you for your valuable insights and experience. Your input will be used to ensure to continue improvements to the UA Safe training module.

**UA Safe: Title IX
Feedback Form**

Exit to Blackboard