

KNOW YOUR IX

9 things to know about student and employee Title IX rights and responsibilities at UAF

- 1 Title IX is a federal civil rights law that prohibits sex discrimination in education. It applies to *all* students, employees and visitors.
- 2 Sex discrimination includes sexual harassment and violence, and gender-based discrimination.
- 3 Title IX applies to everyone, regardless of gender, gender expression or sexual orientation.
- 4 It requires equal access to recruitment, admission, financial aid, employment, housing and activities.
- 5 Schools must be proactive in eliminating sex discrimination on campus.
- 6 Schools must have specific procedures for handling complaints of sex discrimination, sexual harassment and sexual violence. At UAF, you can report violations to uaf-tix@alaska.edu.
- 7 Schools must act immediately to stop harassment so complainants can continue their education, and cannot retaliate against complainants or allow others to retaliate against them.
- 8 Schools cannot use mediation in the case of sexual violence, although they can use mediation for less severe complaints.
- 9 Schools should not make survivors pay the costs of certain accommodations they need to continue their education (e.g., counseling, tutoring, changes to campus housing).

www.uaf.edu/titleix/ or 474-7300

Learn more about the University of Alaska's policies and procedures at www.alaska.edu/bor/policy/01-04.pdf.

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