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).

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