# UAF Title IX Compliance Scorecard March 2016

<table>
<thead>
<tr>
<th>REQUIRED FOR COMPLIANCE</th>
<th>UAF – all campuses</th>
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<tbody>
<tr>
<td><strong>1. Key Board Policy and University Regulations’ Ability to Support Compliance</strong></td>
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| P01.02 | **P01.02: Change from Green to Yellow**  
Justification: On February 17, 2016, President Johnsen issued a charge to the Statewide Title IX Committee to revise 04.02, 04.07, 04.08 and 09.02 to meet federal compliance. In late February, representatives for campuses across the UA system met to evaluate and provide suggestions for policy revision. The recommended best course of action was to expand P01.02.020 to one policy governing all response to discrimination, discriminatory harassment and sexual misconduct. Policy and regulations are currently in draft, review is underway by governance groups, and we anticipate presentation to the Board of Regents in June 2016.  |
| P04.02 |  |
| P04.08 |  |
| P09.02 |  |
| **2. University Title IX Procedures** |  |
|  | UAF written procedures were updated and expanded in March and are posted on the Title IX website. Currently the UAF Title IX Task Force is creating a terminology list to be used in updated regulations and procedures  |
| **3. Published Notice of Nondiscrimination that comports with 34 CFR 106.9 requirements.** |  |
|  | UAF notice is published. Broader publication as prescribed by 34-CFR-106.9(a) is ongoing.  |
| **4. Published Anti-Harassment Statement** |  |
|  | UAF’s anti-harassment statement is published meeting all requirements.  |
| **5. Title IX Coordinator** |  |
|  | Title IX coordinator responsibilities have been added to the Director of Diversity & Equal Opportunity who has multiple and significant other duties. Current focus is on compliance regarding sex based harassment and assault. Total compliance includes assessments of athletics; recruitment, admissions and counseling; financial aid; student discipline; housing; marketing; gender equity in academic programs -  |

*For definitions and complete details on each element, see Title IX Scorecard Metrics document.*
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<th>6. Professional Development for Staff with Title IX Responsibilities</th>
<th>especially STEM; gender equity in extracurricular activities; adjustments for pregnant and parenting students; equity for transgender students; gender equity in employment; equity for international students; and equity for students with disabilities.</th>
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<td></td>
<td>Resources needed to fully comply with the required annual specialized training for Coordinator, Investigators, Title IX Deputies, campus points of contacts and professionals with Title IX responsibilities. Budget constraints prohibit renewal of professional memberships in national organizations such as ATIXA.</td>
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| 7. Training for Students, Faculty and Staff | EMPLOYEES:  
- 98% of faculty and staff are trained.  
- EverFi training is available and link is being added to UAOnline by statewide. |
| | STUDENTS  
- EverFi (Haven Healthy Relationships and AlcoholEdu) is available  
- Participation for this school year is 4% and UAF is moving forward with making this a mandatory requirement for next school year. |
| 8. Responsible Employee Notification | In February 2014, all employees were notified that they are “responsible employees”, meaning that if they have knowledge of sexual harassment or sexual assault, they must report the incident to TIX within 24 hours. 98% of employees have been trained on their responsibilities. New employees are notified of their responsibilities as part of the ‘on-boarding’ process. This has also been included in the BOR Policy update. |

**NOT Required for Compliance** at this time, but considered **“Best Practice” & Recommended**

| 9. Climate Survey | Dr. Lindsey Blumenstein with the UAA Justice Center implemented a research study in February 2016 asking students to participate in an online survey in an attempt to determine the incidence of inappropriate sexual experiences on our campuses. Additionally, this is a feature in the EverFi software. |
### 10. Unified Tracking System

Maxient Conduct Manager implemented in January 2016. University feed with Banner went live in March 2016. Ongoing resources will be needed to maintain the system and to fund an administrator.

### 11. Prevention and Awareness Programs

**GREEN DOT:**
- Efforts to acquire funding are on-going and essential to sustain and institutionalize efforts.
- Trained 28 new volunteer trainers.
- Increased efforts to provide training to staff and faculty including a 90-minute overview that qualifies for 1.5 CEUs
- Seeking CEUs for full by-stander training (4 CEUs)
- Keith Mallard and Kim Swisher scheduling training to BOR at April 2016 meeting.

**NANOOK DIVERSITY & ACTION COUNCIL**
- Sexual and Romantic Health Fair providing information and resources.
- Missoula Book Club to stimulate discussion and dialogue after the showing of The Hunting Ground.
- Guarded Art Show & Discussions highlighting that the myth is that sexual assaults are perpetrated by lurking strangers. The truth is that more than 90% of sexual assaults are perpetrated by someone the victim knows.

UAF consent campaign is developed and awaiting resources to implement.

Sponsored three student leaders attending the Know Your IX Conference.

Research community published a formal declaration of student rights while working in the field.

Scientific field safety committee established to emphasis important, ensure specially designed protocols for remote locations, increase connectivity and foster PI accountability.

### 12. MOUs with Law Enforcement

MOUs signed with Alaska State Troopers, Fairbanks Police Department, North Pole Police Department, Kotzebue Police Department and Fairbanks International Airport Police and Fire.

Pending MOUs for Nome, Dillingham and Bethel.
### 13. Victim & Respondent Support

Resources required. No on-campus advocacy for victims or accused. Through collaborative arrangements and a signed MOU, the Interior Alaska Center for Non-Violent Living (IAC) provides on-call/as-needed victim services. UAF reimburses IAC for transportation to get victims across town to the center. UAFs is a member of the Fairbanks SART Team, the Fairbanks Primary Prevention Partnership, and has three employees that serve on the IAC board.

### 14. Recurring Review of Program Response

**DISCRIMINATION RESOLUTIONS:** Reporting continue to increase. Between 1 Jul 15 and 29 Feb 16, D&EO received 92 contacts which is almost double the number from the previous year. Comparatively, in February 2015 the number of contacts were 47 and in 2014, the number of contacts were 33. There are 4 months remaining in the school year with April and May being the highest intake months in 2015.

Thus far this school year, 60 of the contacts were processed using the informal method or referred to appropriate office for resolution and the others used the formal process. Per Huron Consultants, "an investigation of a routine complaints can take 80 hours or more. For more complex investigations, the hour investment grows exponentially.” Using a conservative estimate of 40 hours for informal resolutions and 80 for formal resolution, to date the two D&EO investigators have completed the work of 2.8 FTEs.

The Case Review Committee that conducts quarterly reviews of our response to sexual assault and we continue to adapt and improve our response.

**STRATEGIC PLAN:**
Completed development of “Campus Culture of Safety” strategic plan with short, medium and long term goals. The plan consists of 4 tracks – Response to incidents of power based interpersonal violence; Systematic Support; Prevention and Compliance.

**CONFIDENTIALITY:**
Acoustically sound office space issue is on-going.

**RURAL CAMPUSES:**
Town hall meeting was held in Nome in February 2016. Currently scheduling meeting at other rural campuses in
western Alaska. Long term goal is to develop response strategy unique to each campus.

LISTENING SESSIONS:
Regent Davies listening session was held on March 23, 2016.