

# Sexual harassment is discrimination.

It includes:

- Unwelcome sexual advances or contact
- Gender stereotyping
- Pressure for sexual favors
- Relationship violence
- Date rape
- Nonconsensual intercourse
- Sexual assault

For more information visit  
[www.uaf.edu/oeo/title-ix/](http://www.uaf.edu/oeo/title-ix/)

*The Office of Diversity and Equal Opportunity leads the effort to ensure UAF moves beyond mere compliance with civil rights laws to embody the principles of respect and equality for all.*

Contact any Title IX coordinator or deputy coordinators for more information.

**Title IX coordinators — 474-6600**

- Mae Marsh
- Ana Richards

**Title IX deputy coordinators**

- Human Resources — 474-7700
- Residence Life — 474-7247
- Dean of students — 474-7317
- Athletics — 474-5601

**Confidential reporting**

Student Health and Counseling Center, 474-7043

**Community campus contacts**

[www.uaf.edu/oeo/title-ix/](http://www.uaf.edu/oeo/title-ix/)

**Emergency**

Call 911



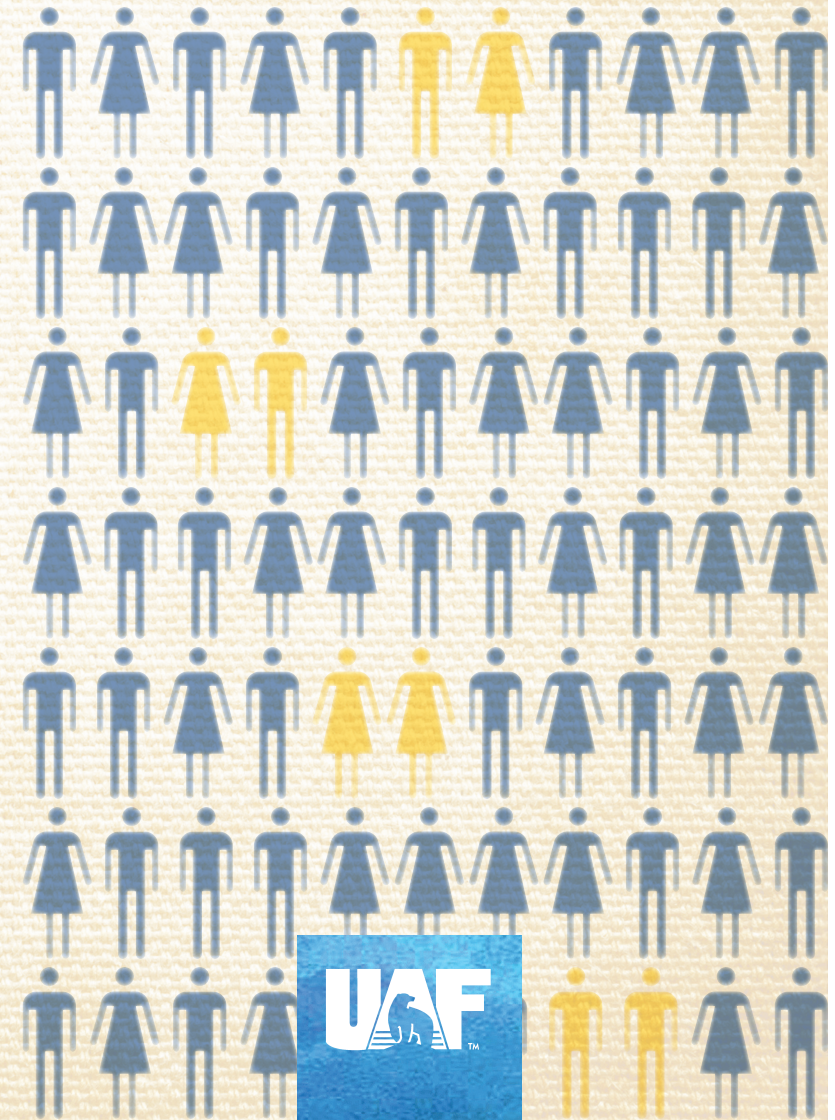
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UNIVERSITY OF ALASKA FAIRBANKS

**Employee responsibilities,  
rights and remedies under**

# Title IX

**concerning sexual discrimination,  
sexual misconduct and  
sexual assault**





# Sexual harassment, sex discrimination and Title IX

## Title IX

gives everyone the right to equality in education and employment.

**No sexual harassment.  
No sex discrimination.**

Everyone at UAF has the right to be free from discrimination, unlawful harassment, sexual misconduct and violence. Students and employees are expected to conduct themselves in a manner that does not infringe upon the rights of others. Violations will result in serious sanctions.

### UAF, Title IX and you

When there's a report of sexual discrimination or misconduct, the university will:

- stop the discrimination
- provide remedies and other support
- conduct a prompt, thorough and impartial investigation
- take steps to prevent the recurrence of further discrimination

Supervisors and faculty must respond promptly to complaints of sexual harassment to determine what, if any, remedial action may be warranted.

In resolving sexual harassment complaints, supervisors and faculty must seek advice and guidance from the Title IX coordinators or deputy coordinators.

Everyone at UAF — employees, students and visitors — has the right to learn and work in safety and with dignity. We look out for each other. For more information on sexual misconduct and Title IX on campus, visit [www.uaf.edu/oeo/title-ix/](http://www.uaf.edu/oeo/title-ix/).

### Confidentiality

**Faculty and staff cannot promise confidentiality.** They do not have special privileges to maintain confidentiality of reports shared with them.

Students and employees who need to talk to someone confidentially should contact UAF Student Health and Counseling, 474-7043.

### Employee responsibilities

All staff and faculty have the responsibility for helping make UAF a safe and welcoming community. If you know of an incident of sexual misconduct, you **must** report it to one of the Title IX team.

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#### Emergency

- Call 911

IF YOU SEE SOMETHING SAY SOMETHING DO SOMETHING