# UAF Title IX Compliance Scorecard January 2016

**REQUIRED FOR COMPLIANCE** UAF – all campuses

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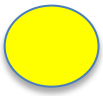
| **1. Key Board Policy and University Regulations' Ability to Support Compliance** | P01.02 | | Compliant |
| | P04.02 | | UA's Sexual Harassment policy for employees, found in 04.02, is red because aspects of the policy do not comply with state and federal regulations. For instance, the policy does not allow for anonymous complaints, but OCR guidance on Title IX would require a review of an anonymous complaint.<br><br>To achieve state and federal regulation compliance regarding Title IX, the UA Title IX team will draft an updated policy for consideration. |
| | P04.08 | | UA's policy for Employee Dispute and Grievance Resolution found in 04.08 is red because it does not meet guidance from OCR on certain critical procedures for ensuring a balanced and fair Title IX process. For instance, if the complaining party were a student, they would not have the same appeal rights at the completion of the investigation as the respondent employee would. OCR firmly requires that both parties get equal opportunity to appeal.<br><br>To achieve state and federal regulation compliance regarding Title IX, the UA Title IX team will draft an updated policy for consideration. |
| | P09.02 | | UA's Student Conduct process found in 09.02 is yellow because while the policy is compliant, the process is lengthy making it difficult to meet OCR 60-day guidance for resolution.<br><br>To achieve state and federal regulation compliance regarding Title IX, the UA Title IX team will ask draft updated policy with a more efficient process. |
| **2. University Title IX Procedures** | |  | In March 2014, UAF TIX Task Force mapped a systematic process which is the initial step in establishing written procedures. This process has been tested and updated numerous times. Our procedure is flexible to meet any additional changes and will easily comport with the BOR policy and University regulations as they are updated to comply with TIX requirements. UAF began mapping BOR policy in 2014, as well as developed a jurisdiction matrix, a concise gatekeeper analysis, a student sanctioning matrix and a quad clarifying essential steps under OCR's |

*For definitions and complete details on each element, see Title IX Scorecard Metrics document.*

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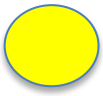
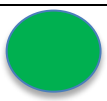
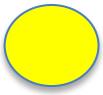
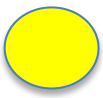
| | | requirement to stop, remedy, investigate, and prevent sex based harassment. Based on UAF's preemptive work, in November 2015, the UA TIX Team finalized the BOR map and created a UA jurisdiction matrix. The UA TIX Team is currently requesting a charge giving authority and resources to update BOR policy and University regulation. Improvements made at UAF resulted in a 338% increase in reporting in 2015/2016 school year. All allegations of discrimination were thoroughly investigated with a staffing level of 64% of industry recommended staffing standard. |
| **3. Published Notice of Nondiscrimination that comports with 34 CFR 106.9 requirements**. |  | UAF researched this requirement, drafted language and shared with all UA campuses. The UAF notice is published on our website and contains all the correct information and required language. Broader publication as prescribed by 34-CFR-106.9(a) requires funding and is ongoing, estimated completion by the end of Feb 2016. |
| **4. Published Anti-Harassment Statement** |  | UAF's anti-harassment statement is published on the webpage and on our Cornerstone news outlet meeting all requirements. |
| **5. Title IX Coordinator** |  | Title IX coordinator responsibilities have been added to the Director of Diversity & Equal Opportunity. Therefore, our coordinator has multiple and significant duties assigned (Director Diversity & Equal Opportunity, all EEO and Title IX training, all discrimination and Title IX and EEO investigations, ADA compliance, advisory services). While current focus has been on compliance with 2011 DCL regarding sex based harassment and assault, implementation of overall responsibilities contained in OCR 2015 Resource Guide will require a Compliance Office. This Compliance Officer will be responsible for conducting assessments of athletics; recruitment, admissions and counseling; financial aid; student discipline; housing; marketing; gender equity in academic programs - 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. Each of the required areas will be addressed by collaborating with the responsible VCs in identifying measurable standards and collecting statistics. |
| **6. Professional Development for Staff with Title IX Responsibilities** |  | Resources required 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. |

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| **7. Training for Students, Faculty and Staff** | | EMPLOYEES: It was the preemptive work of UAF in 2012 that resulted in new language in the union contracts and allowed all campuses to mandate training to faculty.<br>In June 2014, Chancellor Rogers notified all employees that Title IX training was mandatory.<br>In July and August 2014, UAF began a massive training program for faculty and staff achieving a 98% training completion rate. There were 63 in-person training sessions including presentations in Bethel, Kotzebue, Dillingham and Nome. On-line training was offered and TIX training is included as part of our Supervising for Success, Respectful Workplace and Reslife Training. Completion rates are captured when employees logged on to complete the follow-up quiz.<br>In the summer of 2015, UAF institutionalized our TIX training requirement by writing policy making it mandatory for all new employees and requiring all employees to refresh every two years.<br>In February 2016, the training module for employees will be available from EverFi and will be marketed for all employees.<br>STUDENTS: In Spring 2015, UAF created a Title IX Student Training Committee. It was the research conducted by UAF's committee that enabled UA to timely implement on-line training for all campuses in August 2015. When EverFi offered to provide Haven Healthy Relationships and AlcoholEdu the first year free if all campuses signed up, the President subsequently offered to fund the first two years. Resources are required to maintain contractual services for training after 2018. UAF is revisiting a decision in making training mandatory for all students. |
| **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. |

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

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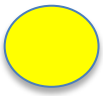
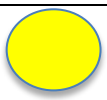
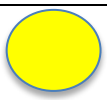
| **9. Climate Survey** |  | UA conducted a climate survey within the past year, but did not meet all criteria for compliance. The survey was designed & implemented without the cross-functional components (e.g., student involvement in campus climate) and is not broken down by campus.<br>UAF has conducted subsequent focus groups with students to further examine climate.<br>UAF is forming an advisory committee which is recommended to provide input to future surveys. |
| **10. Unified Tracking System** |  | UAF purchased Maxient Conduct Manager software (the industry standard) in June 2015 and is the pilot site for implementation. In January 2016, UAF went live with Maxient and the university feed will be completed by mid-February. Previously cases were tracked with a detailed excel spreadsheet by D&EO, with Conduct Coordinator by ResLife, by a shared drive with Dean of Students, and through a separate system for employees. Maxient unifies all systems (Title IX, Human Resources, Dean of Students, Resident Life, Campus Police). 24% of UA student cross UAF, UAA and UAS boundaries and expansion of Maxient to all UA campuses will provide a unified system across the UA system. Ongoing resources will be needed to maintain the system and to fund an administrator. |
| **11. Prevention and Awareness Programs** |  | Resources are required to hire a Prevention Coordinator to organize efforts.<br>UAF is a leader in implementation of the Green Dot bystander intervention training for student leaders and influential employees, however, all efforts are being completed by individuals on a volunteer basis or as an additional duty.<br>UAF has increased programming through the Student Services. Since Fall 2015, UAF has offered 9 substantial programs through the Wood Center including a theater production at orientation, Sex Signals, The Mask We Live In, Take Back the Night, as well as an It's on Us Photoshoot and a Sexual and Romantic Health Fair. ResLife promoted awareness through week-long activities during their Sexual Assault Awareness Week and other programs.<br>UAF's marketing campaign was recognized as the 'gold standard' by OCR. UAF is establishing a team to refresh the campaign. We recently updated the UAF homepage so there is a 'one-click' method to access TIX. Additionally, the D&EO and Title IX websites were recently updated.<br>UAF continues their awareness efforts with published articles, radio talks, support of a new student survivor group, booths at events, presentations to shared governance |

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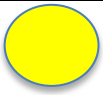
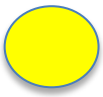
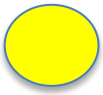
| | | groups, support of the Women in Research group and the Women At Work forum. We have also made presentations to community groups such as Rotary, Fairbanks City Mayor, AAUW, IAC, U.S. Army and Alaska Magistrate. On-going effort include collaborative efforts with the Fairbanks North Star Borough School District, the City of Fairbanks, and the U.S. Army.<br>In 2015, UAF applied for a DOJ grant and an AVON grant to bolster our prevention efforts but was not successful. Efforts to acquire funding are on-going and essential. |
| **12. MOUs with Law Enforcement** |  | UAF has been the leader in establishing MOUs with law enforcement. The initial draft was developed by UAF and we have worked directly with the Alaska State Troopers to establish a MOU that will cover not just UAF, but all campuses. AST is reviewing the MOU and we expect signature shortly. Collaboration between UAF and local agencies is on-going. MOUs with local agencies will follow AST model. Additionally, UAF signed a MOU with ROTC. |
| **13. Victim & Respondent Support** |  | Resources are required. UAF has no on-campus advocacy and victims are often confused, disoriented and traumatized. Through collaborative arrangements and a signed MOU, the Interior Alaska Center for Non-Violent Living (IAC) provides on-call/as-needed victim services. Additionally, we have established a transportation agreement with IAC to get victims across town to the center. UAF has been working with GCI on a project to establish a 'virtual advocate' that would have video connection directly with IAC. UAFs is a member of the Fairbanks SART Team, the Fairbanks Primary Prevention Partnership, and has two employees that serve on the IAC board. UAF has no respondent advocate. |
| **14. Recurring Review of Program Response** |  | UAF has an established a Case Review Committee that conducts quarterly reviews of our response to sexual assault. UAF continually adapts and improves our response. Due to needed policy updates, not having enough investigators, and assigning investigators cases other than TIX (full spectrum of EEO), UAF cases typically take longer than the OCR goal of 60-days. |

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