NONDISCRIMINATION POLICY AND DISCLAIMER

The University of Alaska Fairbanks is an affirmative action/equal opportunity employer and educational institution. UAF does not discriminate on the basis of race, religion, color, national origin, citizenship, age, sex, physical or mental disability, status as a protected veteran, marital status, changes in marital status, pregnancy, childbirth or related medical conditions, parenthood, sexual orientation, gender identity, political affiliation or belief, genetic information, or other legally protected status. The University's commitment to non-discrimination, including against sex discrimination, applies to students, employees, and applicants for admission and employment.

When implementing this commitment, the University is guided by Title VI and VII of the Civil Rights Act of 1964 and Civil Rights Act of 1991; Title IX of the Education Amendments of 1972; Executive Order 11246, and Executive Order 11375, as amended; Equal Pay Act of 1963; Age Discrimination in Employment Act of 1967 and Age Discrimination Act of 1975; Vietnam Era Veterans Readjustment Assistance Act of 1974; Americans with Disabilities Act (ADA) of 1990; the Americans with Disabilities Act Amendments Act of 2008; Genetic Information Nondiscrimination Act of 2008; Pregnancy Discrimination Act; Immigration Reform & Control Act; Vocational Rehabilitation Act of 1973 and other federal laws or Alaska Statutes which guarantee equal opportunity to individuals and protected classes within our society.

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This policy therefore affects employment policies and actions, as well as the delivery of educational services at all levels and facilities of the University. Further, the University's objective of ensuring equal opportunity will be met by taking affirmative action: i.e., making intensified, goal-oriented efforts to substantially increase the participation of groups where their representation is less than proportionate to their availability; providing reasonable accommodations to employees and students with disabilities; and ensuring that employment opportunities are widely disseminated to agencies and organizations that serve underrepresented protected classes.

Contact information, applicable laws, and complaint procedures are included on UA's statement of non-discrimination available at http://www.alaska.edu/nondiscrimination/.

At the University of Alaska Fairbanks, the safety, security and well-being of our students, faculty, staff and visitors are our foremost concern. To help you make an informed decision and comply with the Clery Act, we publish an annual Campus Security Report. This report contains information from the three previous calendar years concerning reported offenses, arrests, crimes and disciplinary referrals that occurred on campus; in certain off-campus buildings owned or controlled by the university; and on public property within or immediately adjacent to and accessible from the campus. The report also includes institutional policies concerning campus security, alcohol and other drug use, crime prevention strategies, and how to report crimes, sexual assault and other related matters.

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Accordingly, if regulations or program requirements of the university in any way conflict with information contained in this catalog, the current regulations and program requirements govern. The university reserves the right to initiate changes in any of its regulations or program requirements affecting operation of the university and its program requirements; such changes shall become effective upon whatever time periods are required by applicable statutes, university regulations or program requirements.

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