

Nondiscrimination Policy and Disclaimer

(Note: This is not the official publication of the UA System nondiscrimination statement. The statement may be updated from time to time. To see the current version, please visit the Board of Regents website (<https://www.alaska.edu/nondiscrimination/>).

Nondiscrimination (BOR Policy & Regulation 01.02.020 (<https://www.alaska.edu/bor/policy-regulations/chapter-01-02-general-provisions.php#P0102020>))

The University of Alaska 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.

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; Rehabilitation Act of 1973 and other federal laws or Alaska Statutes which guarantee equal opportunity to individuals and protected classes within our society.

The university's commitment to nondiscrimination, including against sex discrimination, applies to students, employees and applicants for admission and employment.

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.

The following person has been designated to handle inquiries regarding the nondiscrimination policies:

University of Alaska Anchorage (<https://www.uaa.alaska.edu/about/compliance-and-rights/>)
 Director, Office of Compliance and Rights
 3190 Alumni Drive, Suite 352
 Anchorage, AK 99508
 Phone: 907-786-0818
 E-mail: uaa_titleix@alaska.edu

University of Alaska Fairbanks (<https://www.uaf.edu/orca/>)
 Executive Director, Office of Rights, Compliance and Accountability
 1692 Tok Lane, 3rd Floor Constitution Hall
 PO Box 756910
 Fairbanks, AK 99775-6910
 Phone: 907-474-7300
 E-mail: uaf-orca@alaska.edu

University of Alaska Southeast (<https://uas.alaska.edu/compliance/titleix/>)
 UAS Office of Rights, Compliance and Accountability Coordinator
 11066 Auke Lake Way
 Juneau, AK 99801
 Phone: 907-796-6371
 E-mail: uas.orca@alaska.edu

For sex discrimination claims or other inquiries concerning the application of Title IX of the Education Amendments of 1972 and its implementing regulations, individuals may contact the university's Title IX Coordinator, or the Assistant Secretary in the U.S. Department of Education Office of Civil Rights, or both:

UAA Title IX Coordinator (<https://www.uaa.alaska.edu/about/compliance-and-rights/>)
 3190 Alumni Drive, Suite 352
 Anchorage, AK 99508
 Phone: 907-786-0818
 E-Mail: uaa_titleix@alaska.edu

UAF Title IX Coordinator (<https://www.uaf.edu/titleix/>)
 1692 Tok Lane, 3rd Floor Constitution Hall
 Fairbanks, AK 99775-6910
 Phone: 907-474-7300
 E-Mail: uaf-tix@alaska.edu

UAS Title IX Coordinator (<https://uas.alaska.edu/compliance/titleix/>)
 11066 Auke Lake Way
 Juneau, AK 99801
 Phone: 907-796-6371
 E-Mail: uas.orca@alaska.edu

Office for Civil Rights, Seattle Office (<http://www2.ed.gov/about/offices/list/ocr/docs/howto.html>)
 U.S. Department of Education
 915 Second Ave., Room 3310
 Seattle, WA 98174-1099
 Phone: 206-607-1600
 TDD: 800-877-8339
 Fax: 206-607-1601
 E-mail: OCR.Seattle@ed.gov

For employment or educational discrimination, students, parents, employees and applicants for employment may file a complaint with the U.S. Department of Education within 180 calendar days of the alleged discriminatory act:

Office for Civil Rights, Seattle Office (<http://www2.ed.gov/about/offices/list/ocr/docs/howto.html>)
 U.S. Department of Education
 915 Second Ave., Room 3310
 Seattle, WA 98174-1099
 Phone: 206-607-1600
 TDD: 800-877-8339
 Fax: 206-607-1601

E-mail: OCR.Seattle@ed.gov

For employment discrimination, employees and applicants for employment may file a complaint with the Equal Employment Opportunity Commission at the below addresses within 180 calendar days of the alleged discriminatory act:

U.S. Equal Employment Opportunity Commission (<https://www.eeoc.gov/filing-charge-discrimination/>)
Federal Office Building
909 First Avenue, Suite 400
Seattle, WA 98104-1061
Phone: 800-669-4000
TTY: 800-669-6820
ASL Video Phone: 844-234-5122
Fax: 206-220-6911
E-mail: info@eeoc.gov

For educational discrimination, individuals may file a complaint with the U.S. Department of Justice:

U.S. Department of Justice (<https://civilrights.justice.gov/#three>)
Civil Rights Division
950 Pennsylvania Avenue, N.W.
Washington, DC 20530
Phone: 202-514-3847
Toll-Free: 855-856-1247
TDD: 202-514-0716

For employment or educational discrimination, individuals may file a complaint with the State of Alaska:

Alaska State Commission for Human Rights (<https://humanrights.alaska.gov/>)
1901 Bragaw Street, Suite 300
Anchorage, AK 99501-3669
Phone: 907-274-4692
Toll-Free Complaint Hotline (in-state only): 800-478-4692
E-mail: hrc@alaska.gov

For discrimination related to a Department of Labor-funded grant, individuals may file a complaint with the U. S. Department of Labor within 180 calendar days of the alleged discriminatory act:

U.S. Department of Labor (<https://www.dol.gov/agencies/oasam/centers-offices/civil-rights-center/>)
Civil Rights Center
ATTENTION: Office of External Enforcement
200 Constitution Ave NW
Room N-4123
Washington, DC 20210
Phone: 202-693-6500
TDD: 202-693-6500 + 711
Phone, Office of External Enforcement: 202-693-6502
Fax: 202-693-6505, ATTENTION: Office of External Enforcement (limit of 15 pages)
E-mail: CRCEXternalComplaints@dol.gov

For discrimination related to a National Science Foundation-funded grant, individuals may file a complaint with the National Science Foundation within 90 calendar days of the alleged discriminatory act on the basis of race, sex (including sexual harassment), color, national origin and disability. Age

discrimination complaints may be filed within 180 calendar days of the alleged discriminatory act:

National Science Foundation (<https://www.nsf.gov/od/ocr/>)
Office of Civil Rights (OECR)
2415 Eisenhower Avenue, Suite W 17200
Alexandria, VA 22314
Phone: 703-292-8020
E-mail: programcomplaints@nsf.gov

For discrimination related to a United States Department of Agriculture (USDA)-funded grant, individuals may file a complaint with the USDA within 180 calendar days of the alleged discriminatory act. In programs that receive Federal financial assistance from USDA, discrimination is prohibited on the basis of race, color, religious creed, sex, political beliefs, age, disability, national origin, or limited English proficiency. (Not all bases apply to all programs.) Reprisal is prohibited based on prior civil rights activity:

U.S. Department of Agriculture (<https://www.usda.gov/oascr/filing-program-discrimination-complaint-usda-customer/>)
Center for Civil Rights Enforcement
1400 Independence Avenue, SW
Washington, DC 20250-9410
Phone: 866-632-9992
TDD: 866-632-9992 + 711
Phone (Spanish): 800-845-6136
E-mail: CR-INFO@usda.gov

Title IX

UA's grievance procedures and grievance process under Title IX, including how to report or file a formal complaint of sex discrimination, how to report or file a formal complaint of sexual harassment, and how UA will respond are located in UA Board of Regents' Policy and Regulation Chapter 01.04 (<https://www.alaska.edu/bor/policy-regulations/chapter-01-04-titleix.php>). This chapter defines prohibited behavior and details the administrative grievance procedures and grievance process for inquiries, investigations, hearings and appeals that apply when prohibited behavior is alleged to have occurred.

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