

NONDISCRIMINATION POLICY AND DISCLAIMER

Notice of Nondiscrimination

(BOR POLICY & REGULATION 01.02.020 ([HTTP://ALASKA.EDU/BOR/POLICY-REGULATIONS](http://ALASKA.EDU/BOR/POLICY-REGULATIONS)))

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; Vocational 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
 Director, Office of Equity and Compliance
 3890 University Lake Drive, Suite 108
 Anchorage, AK 99508
 Phone: 907-786-4680
 E-mail: uaa_titleix@uaa.alaska.edu
 Website: <https://www.uaa.alaska.edu/about/equity-and-compliance/>

University of Alaska Fairbanks
 Director of Diversity and Equal Opportunity
 1656 Columbia Circle
 PO Box 756910
 Fairbanks, AK 99775-6910
 Phone: 907-474-7300
 E-mail: uaf-deo@alaska.edu

Website: <http://www.uaf.edu/oeo/>

University of Alaska Southeast
 Director of Human Resources
 11066 Auke Lake Way
 Juneau, Alaska 99801
 Phone: 907-796-6473
 E-mail: gcheney@alaska.edu
 Website: <http://uas.alaska.edu/hr>

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:

UAA Title IX Coordinator
 3890 University Lake Drive, Suite 108, Anchorage, AK 99508
 Phone: 907-786-4680
 E-Mail: uaa_titleix@uaa.alaska.edu
 Website: www.uaa.alaska.edu/about/equity-and-compliance/

UAF Title IX Coordinator
 1656 Columbia Cr., Fairbanks, AK 99775
 Phone: 907-474-7300
 E-Mail: uaf-tix@alaska.edu
<http://www.uaf.edu/titleix/>

UAS Title IX Coordinator
 11066 Auke Lake Way, Juneau, AK 99801
 Phone: 907-796-6036
 E-Mail: uas_jytitle9@alaska.edu
<http://www.uas.alaska.edu/policies/titleix.html>

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

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

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.

Equal Employment Opportunity Commission
 Federal Office Building

909 First Avenue
Suite 400
Seattle, WA 98104-1061
Phone: 800-669-4000
Fax: 206-220-6911
TTY: 800-669-6820
Website: <http://www.eeoc.gov/employees/charge.cfm>

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

U.S. Department of Justice Civil Rights Division
950 Pennsylvania Avenue, N.W.
Educational Opportunities Section, PHB
Washington, D.C. 20530
Phone: 202-514-4092 or 1-877-292-3804 (toll-free)
Fax: 202-514-8337
E-mail: education@usdoj.gov
Website: <http://www.justice.gov/crt/how-file-complaint#three>

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

Alaska State Human Rights Commission
800 A Street, Suite 204
Anchorage, AK 99501-3669
Anchorage Area: 907-274-4692
Anchorage Area TTY/TDD: 907-276-3177
Toll-Free Complaint Hot Line (in-state only): 800-478-4692
TTY/TDD Toll-Free Complaint Hot Line (in-state only): 800-478-3177
Website: <http://www.humanrights.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
ATTENTION: Office of External Enforcement
Director, Civil Rights Center
200 Constitution Avenue, NW
Room N-4123
Washington, DC 20210
Fax: 202-693-6505, ATTENTION: Office of External Enforcement (limit of 15 pages)
E-mail: CRCEXternalComplaints@dol.gov
Website: <http://www.dol.gov/oasam/programs/crc/index.htm>

For discrimination related to a National Science Foundation funded grant, individuals may file a complaint with the National Science Foundation within 180 calendar days of the alleged discriminatory act.

National Science Foundation
Complaints Adjudication & Compliance Manager
Office of Diversity & Inclusion (ODI)
4201 Wilson Blvd., Rm. 255
Arlington, VA 22230
Phone: 703-292-8020
E-mail: tsisley@nsf.gov
Website: <http://www.nsf.gov/od/odi/>

Caring Statement

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.

Catalog Disclaimer

This catalog and its contents shall not be construed as a contract between the University of Alaska Fairbanks and prospective or enrolled students. The catalog is merely a vehicle of information, including university policies, regulations, rules and procedures. Although every effort is made to ensure its correctness, regulations of the university and its program requirements change from time to time during the period any student is attending the University of Alaska Fairbanks; to the extent there is a conflict between this catalog and university policies, regulations, rules or procedures, the university policies, regulations, rules or procedures will control.

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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