Nondiscrimination Policy and Disclaimer

Notice of Nondiscrimination (BOR POLICY & REGULATION 01.02.020)

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 102
Anchorage, AK 99508
Phone: 907-786-0818
Email: uaa-titleix@uaa.alaska.edu
Website: https://www.uaa.alaska.edu/about/equity-and-compliance/

University of Alaska Fairbanks
Director, ADA/504 Coordinator, Department of Equity and Compliance (https://www.uaf.edu/equity/)
355 Duckering Building, 1760 Tanana Loop
PO Box 756910
Fairbanks, AK 99775-6910
Phone: 907-474-7300
Email: uaf-deo@alaska.edu

Website: https://www.uaa.alaska.edu/about/equity-and-compliance/

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
3890 University Lake Drive, Suite 102
Anchorage, AK 99508
Phone: 907-786-0818
Email: uaa-titleix@uaa.alaska.edu
Website: www.uaa.alaska.edu/about/equity-and-compliance/

UAF Title IX Coordinator (https://www.uaf.edu/titleix/)
355 Duckering Building, 1760 Tanana Loop
Fairbanks, AK 99775
Phone: 907-474-7300
Email: uaf-tix@alaska.edu
https://www.uaf.edu/equity/

UAS Title IX Coordinator
11066 Auke Lake Way
Juneau, AK 99801
Phone: 907-796-6371
Email: uas-titleix@alaska.edu
http://www.uas.alaska.edu/titleix

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
Email: 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 (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
Email: 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.

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 (http://www.justice.gov/crt/how-file-complaint/#three)

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 (http://humanrights.alaska.gov)
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://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 (http://www.dol.gov/oaam/programs/crc/) 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/oaam/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 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
NSF Awardee Compliance Manager

Office of Diversity & Inclusion (http://www.nsf.gov/od/odi/) (ODI)
2415 Eisenhower Avenue
Alexandria, VA 22314
Phone: 703-292-8020
E-mail: ProgramComplaints@nsf.gov
Website: https://www.nsf.gov/od/odi/

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://alaska.edu/bor/policy/01.04-Sex%20and %20Gender-Based%20Discrimination%20Under%20Title%20IX.pdf) This chapter defines prohibited behavior and details the administrative grievance procedures and grievance process for inquiries, investigations, hearings, and appeals which apply when prohibited behavior is alleged to have occurred.

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
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