

NONDISCRIMINATION POLICY AND DISCLAIMER

Notice of Nondiscrimination

(BOR POLICY & REGULATION 01.02.020 ([HTTPS://ALASKA.EDU/BOR/POLICY-REGULATIONS/](https://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; 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.

Therefore, this policy 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 Office of Equity and Compliance (<https://www.uaa.alaska.edu/about/equity-and-compliance/>)

Director, Office of Equity and Compliance

3190 Alumni Drive, Suite 352

Anchorage, AK 99508

Phone: 907-786-0818

E-mail: uaa_titleix@alaska.edu

University of Alaska Fairbanks Department of Equity and Compliance (<https://www.uaf.edu/equity/>)

Director, ADA/504 Coordinator, Department of Equity and Compliance

1692 Tok Lane, 3rd Floor Constitution Hall

PO Box 756910

Fairbanks, AK 99775-6910

Phone: 907-474-7300

E-mail: uaf-deo@alaska.edu

University of Alaska Southeast Title IX Coordinator (<https://www.uas.alaska.edu/titleix/>)

UAS Title IX Coordinator

11066 Auke Lake Way

Juneau, AK 99801

Phone: 907-796-6371

E-mail: uas.titleix@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/equity-and-compliance/>)

3190 Alumni Drive, Suite 352

Anchorage, AK 99508

Phone: 907-786-0818

E-Mail: uaa_titleix@uaa.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://www.uas.alaska.edu/titleix/>)

11066 Auke Lake Way

Juneau, AK 99801

Phone: 907-796-6371

E-Mail: uas.titleix@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
Fax: 202-514-8337
E-mail: education@usdoj.gov

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/>)
800 A Street, Suite 204
Anchorage, AK 99501-3669
Phone: 907-274-4692
Toll-Free Complaint Hotline (in-state only): 800-478-4692
Fax: 907-278-8588
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
Phone, Office of External Enforcement: 202-693-6502
Fax: 202-693-6505
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/oecr/>)
Office of Equity and Civil Rights (OECR)

2415 Eisenhower Avenue, Suite W 17200
Alexandria, VA 22314
Phone: 703-292-8020
E-mail: programcomplaints@nsf.gov

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.

Clery Statement

At the University of Alaska Fairbanks, the safety, security and well-being of our students, faculty, staff and visitors are a top priority. To help you make an informed decision and comply with the Clery Act, we publish an Annual Security and Fire Safety Report (<https://uaf.edu/csrr/safety-prevention/security-fire.php>). This report contains information from the three previous calendar years concerning reported offenses, arrests, crimes and disciplinary referrals that occurred on campus; in specific 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 the 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.

UAF is accredited by the Northwest Commission on Colleges and Universities, 8060 165th Ave. N.E., Suite 200, Redmond, WA 98052.

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