

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.

The University's commitment to nondiscrimination applies to all applicants, faculty, staff, students, student-employees, volunteers, affiliates and contractors in a manner consistent with all applicable laws, regulations, ordinances, orders, and Board of Regents' Policies, University Regulations, and related internal processes and procedures.

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 goals of ensuring equal opportunity and equal access will include providing reasonable accommodations to individuals with disabilities and ensuring that employment and educational opportunities are widely disseminated to agencies and organizations that reach all potential participants or applicants, including specifically protected veterans and individuals with disabilities. The University is committed to making decisions affecting individuals based on the individual's qualifications, abilities and performance, as appropriate.

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, Title IX and 504 Coordinator
UAA Office of Compliance and Rights (UAA OCR)
3190 Alumni Drive, Suite 352
Anchorage, AK 99508
Phone: 907-786-0818
Email: uaa_titleix@alaska.edu

University of Alaska Fairbanks (<https://www.uaf.edu/orca/>)
Executive Director, Title IX and ADA/504 Coordinator
UAF Office of Rights, Compliance and Accountability (UAF ORCA)
1692 Tok Lane, 3rd Floor, Constitution Hall
PO Box 756910
Fairbanks, AK 99775
Phone: 907-474-7300
Email: uaf-orca@alaska.edu

University of Alaska Southeast (<https://uas.alaska.edu/compliance/>)

Director, Title IX and ADA/504 Coordinator
UAS Office of Rights, Compliance and Accountability (UAS ORCA)
11066 Auke Lake Way
Juneau, AK 99801
Phone: 907-796-6371
Email: 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, the Assistant Secretary in the U.S. Department of Education Office for Civil Rights, or both.

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

UAF Title IX Coordinator (<https://www.uaf.edu/orca/>)
UAF Office of Rights, Compliance and Accountability (UAF ORCA)
1692 Tok Lane, 3rd Floor, Constitution Hall
Fairbanks, AK 99775
Phone: 907-474-7300
Email: uaf-tix@alaska.edu

UAS Title IX Coordinator (<https://uas.alaska.edu/compliance/>)
UAS Office of Rights, Compliance and Accountability (UAS ORCA)
11066 Auke Lake Way
Juneau, AK 99801
Phone: 907-796-6371
Email: uas.titleix@alaska.edu

Office for Civil Rights, Seattle Office (<https://www.ed.gov/laws-and-policy/civil-rights-laws/file-complaint/>)
U.S. Department of Education
915 Second Avenue, Room 3310
Seattle, WA 98174-1099
Phone: 206-607-1600
TDD: 800-877-8339
Fax: 206-607-1601
Email: 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 (<https://www.ed.gov/laws-and-policy/civil-rights-laws/file-complaint/>)
U.S. Department of Education
915 Second Avenue, Room 3310
Seattle, WA 98174-1099
Phone: 206-607-1600
TDD: 800-877-8339
Fax: 206-607-1601
Email: OCR.Seattle@ed.gov

For employment discrimination, employees and applicants for employment may file a complaint with the U.S. Equal Employment Opportunity Commission within 180 calendar days of the alleged discriminatory act.

U.S. Equal Employment Opportunity Commission, Seattle Field Office
(<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
Email: info@eeoc.gov

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

Civil Rights Division (<https://civilrights.justice.gov/#three>)
U.S. Department of Justice
950 Pennsylvania Avenue NW
Washington, DC 20530-0001
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 99508
Phone: 907-274-4692
Toll-Free: 800-478-4692
Email: hrc@alaska.gov

For discrimination related to a U.S. 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.

Civil Rights Center (<https://www.dol.gov/agencies/oasam/centers-offices/civil-rights-center/>)
U.S. Department of Labor
200 Constitution Avenue NW, Room N-4123
Washington, DC 20210
Phone: 202-693-6500
TDD: 202-693-6500+711
Fax: 202-693-6505
Email: crceexternalcomplaints@dol.gov

For discrimination related to a U.S. National Science Foundation-funded grant, individuals may file a complaint with the U.S. 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.

Office of Civil Rights (<https://www.nsf.gov/od/oecr/>)
U.S. National Science Foundation
2415 Eisenhower Avenue
Alexandria, VA 22314
Phone: 703-292-5111
Email: ACB@nsf.gov

For discrimination related to a U.S. 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.

Center for Civil Rights Enforcement (<https://www.usda.gov/about-usda/general-information/staff-offices/office-assistant-secretary-civil-rights/how-file-program-discrimination-complaint/>)
U.S. Department of Agriculture
1400 Independence Avenue SW
Mail Stop 9410
Washington, DC 20250
Phone: 866-632-9992
Voice and TDD: 202-260-1026 or 202-690-0443
Fax: 202-690-7442
Email: program.intake@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 or gender-based 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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