

From: Keni L Campbell
Sent: Tuesday, September 30, 2014 2:26 PM
To: Juneau.Employees; Sitka.Employees; Ketchikan.Employees
Subject: From Chancellor Pugh: Campus Visit from the Office for Civil Rights on October 10

Chancellor Pugh asked me to forward the following message to you. Although the visit will take place on the Juneau campus, I am including all UAS employees, as the general information about Title IX and UAS resources applies to all:

Dear Faculty and Staff,

On October 10, 2014, a team of auditors from the U.S. Department of Education's Office for Civil Rights (OCR) will visit the UAS Juneau campus. The auditors will be conducting a compliance review, examining the university's handling of complaints and reports of sexual harassment, including sexual violence. OCR will host focus groups to gauge the university's compliance, awareness, training and outreach regarding Title IX. Similar visits are taking place at UAF and UAA during the same week. Each campus has a Title IX Coordinator to respond to reports. At UAS, our Title IX Coordinator is Kirk McAllister, Director of Human Resources.

Title IX is a section of the federal law under the Higher Education Act that prohibits sex discrimination in educational institutions. Many people have known it as a law requiring equal male-female representation in sports teams at U.S. colleges and universities, but it actually demands gender equity in all areas of colleges and universities that receive federal assistance. The law states that "no person in the United States shall on the basis of sex be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving federal financial assistance." Therefore, Title IX forbids sex discrimination, including sexual harassment and violence, in all university student services and academic programs. To learn more about Title IX, visit www.knowyourix.org. Title IX resources for UAS can be found at www.uas.alaska.edu/policies/titleix.html.

On the morning of October 10, 2014 OCR will be meeting with and interviewing key staff. They will also host two student focus groups during these site visits to gauge compliance, awareness, training and outreach related to Title IX and sexual assault/harassment at UAS. The university will work diligently to encourage turnout to these sessions. OCR specifically wants to hear from students, including campus activists, members of cultural and ethnic minority groups, international students, members of the LGBTQ community and members of student clubs. Please note that OCR keeps records of its contacts. Those records are public and subject to public disclosure laws, but any identifying information is redacted or removed before release to the public. **Faculty, alumni and staff are also encouraged to speak with the representatives during open office hours.**

Schedule for Friday, October 10, 2014:

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| 11:00 AM to 12:00 PM | Open Office Hours | Mourant Conference Room |
| 2:00 PM to 3:00 PM | Female Students | Mourant Conference Room |
| 3:00 PM to 4:00 PM | Male Students | Mourant Conference Room |
| 4:00 PM to 5:00 PM | Open Office Hours | Mourant Conference Room |

People can also contact the team by phone to share information if they cannot meet during the time they are on campus. The OCR team consists of:

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|---|--|----------------|
| Cathy Fawley, Attorney | catherine.fawley@ed.gov | (206) 607-1609 |
| Shirley Oliver, Senior Equal Opportunity Specialist | shirley.oliver@ed.gov | (206) 607-1633 |
| Amy Klosterman, Attorney | amy.klosterman@ed.gov | (206) 607-1622 |

Safety on America's colleges and universities, specifically regarding sexual assault and harassment, has become a national issue. In Alaska, domestic violence and intimate partner violence is higher than the national average. These are serious issues for all Alaskans. The university has fully cooperated with, indeed welcomed, this review. We do not know why UA was chosen for a compliance review, but the OCR has told us it is not due to specific complaints. The University of Alaska supports the growth of awareness and prevention programs at campuses across the state, as well as proper reporting, protocol and procedures in providing care to victims of sexual violence. The review by OCR will point out areas where we can improve, and UA is committed to making those improvements.

In early October, UA will be conducting a comprehensive, voluntary, confidential and anonymous safety survey on sexual assault and harassment. The survey will be sent to a representative sample of students, as well as to all faculty and staff. People who object to the nature of the questions may opt not to take the survey, or to stop taking it even after they start. The goal of the survey is to improve prevention, safety and education on our campuses about sexual assault/harassment and gender discrimination.

UAS takes the safety and security of our students, faculty, staff, and visitors seriously. Title IX compliance is an important part of ensuring a safe and secure environment, optimum for learning, research, and creative work. I strongly encourage you to learn more about Title IX and to take advantage of opportunities to participate in OCR's compliance review on October 10.

Sincerely,

John Pugh
Chancellor

Keni Lynn Campbell, CFRE

Special Assistant to Chancellor John Pugh

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