

Notice of Nondiscrimination

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: 907-786-0818

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

739 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: 907-786-0818

E-Mail: uaa_titleix@uaa.alaska.edu

Website: www.uaa.alaska.edu/about/equity-and-compliance/ (<http://www.uaa.alaska.edu/about/equity-and-compliance/>)

UAF Title IX Coordinator

739 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.

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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: www.humanrights.alaska.gov (<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/>

For more information, see the following Regents' Policy and University Regulations:

01.04 www.alaska.edu/bor/policy/01-04.pdf (<https://www.alaska.edu/bor/policy/01-04.pdf>) (for sexual and gender-based discrimination)

04.02 www.alaska.edu/bor/policy/04-02.pdf (<https://www.alaska.edu/bor/policy/04-02.pdf>) (for other forms of discrimination by employees)

09.02 www.alaska.edu/bor/policy/09-02.pdf (<https://www.alaska.edu/bor/policy/09-02.pdf>) (for other forms of discrimination by students)