

# Notice of Nondiscrimination

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Notice of Nondiscrimination (BOR Policy & Regulation 01.02.020 (<http://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; 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  
 3190 Alumni Drive, Suite 352  
 Anchorage, AK 99508  
 Phone: 907-786-0818  
 E-mail: [uaa\\_titleix@alaska.edu](mailto:uaa_titleix@alaska.edu)  
 UAA Office of Equity and Compliance Web Page (<https://www.uaa.alaska.edu/about/equity-and-compliance/>)

University of Alaska Fairbanks  
 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](mailto:uaf-deo@alaska.edu)  
 UAF Department of Equity and Compliance Web Page (<https://www.uaf.edu/equity/>)

University of Alaska Southeast  
 UAS Title IX Coordinator  
 11066 Auke Lake Way,  
 Juneau, AK 99801  
 Phone: 907-796-6371  
 E-Mail: [uas.titleix@alaska.edu](mailto:uas.titleix@alaska.edu)  
 UAS Title IX Web Page (<http://www.uas.alaska.edu/titleix/>)

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  
 3190 Alumni Drive, Suite 352  
 Anchorage, AK 99508  
 Phone: 907-786-0818  
 E-Mail: [uaa\\_titleix@alaska.edu](mailto:uaa_titleix@alaska.edu)  
 UAA Office of Equity and Compliance Web Page (<https://www.uaa.alaska.edu/about/equity-and-compliance/>)

UAF Title IX Coordinator  
 1692 Tok Lane, 3rd Floor Constitution Hall  
 Fairbanks, AK 99775-6910  
 Phone: 907-474-7300  
 E-Mail: [uaf-tix@alaska.edu](mailto:uaf-tix@alaska.edu)  
 UAF Department of Equity and Compliance Web Page (<https://www.uaf.edu/equity/>)

UAS Title IX Coordinator  
 11066 Auke Lake Way  
 Juneau, AK 99801  
 Phone: 907-796-6371  
 E-Mail: [uas.titleix@alaska.edu](mailto:uas.titleix@alaska.edu)  
 UAS Title IX Web Page (<http://www.uas.alaska.edu/titleix/>)

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](mailto:OCR.Seattle@ed.gov)  
 U.S. Department of Education Office of Civil Rights Web Page (<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  
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](mailto:OCR.Seattle@ed.gov)  
U.S. Department of Education Office of Civil Rights Web Page (<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.

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  
U.S. Equal Employment Opportunity Commission Website (<https://www.eeoc.gov/filing-charge-discrimination/>)

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](mailto:education@usdoj.gov)  
U.S. Department of Justice Civil Rights Division 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 Commission for Human Rights  
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  
Alaska State Commission for Human Rights Website (<https://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](mailto:CRCEXternalComplaints@dol.gov)  
U.S. Department of Labor Office of External Enforcement Web Page (<https://www.dol.gov/agencies/oasam/centers-offices/civil-rights-center/external/>)

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 (ODI)  
2415 Eisenhower Avenue (<https://maps.google.com/?q=2415+Eisenhower+Avenue+%0D%0A+Alexandria,+VA+22314&entry=gmail&source=g>)  
Alexandria, VA 22314 (<https://maps.google.com/?q=2415+Eisenhower+Avenue+%0D%0A+Alexandria,+VA+22314&entry=gmail&source=g>)  
Phone: 703-292-8020  
E-mail: [ProgramComplaints@nsf.gov](mailto:ProgramComplaints@nsf.gov)  
National Science Foundation Office of Diversity and Inclusion Web Page (<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.