

**REGENTS' POLICY**  
**PART I – MISSION AND GENERAL PROVISIONS**  
**Chapter 01.04 – Sex and Gender-Based Discrimination Under Title IX**

The Board of Regents of the University of Alaska System affirms its commitment to educational programs and activities that are free of discrimination on the basis of sex and gender. Inquiries about the application of Title IX should be referred to the university's Title IX coordinator, the Assistant U.S. Secretary for Education, or both.

The board further affirms its commitment to respond appropriately to sexual harassment and sexual violence, in accordance with applicable law as amended from time to time, including Title IX of the Education Amendments of 1972, the Violence Against Women Reauthorization Act, Title VII of the Civil Rights Act of 1964 (which prohibits discrimination on the basis of sex in employment), Alaska Statute 18.80, and due process of law.

Except as explicitly stated otherwise, the provisions of this chapter are applicable only to matters addressed under Title IX of the Education Amendments of 1972 and supersede other provisions of Regents' Policy and University Regulation with respect to those matters. Sex and gender discrimination under Title VII, Alaska Statute 18.80, or other applicable authority will be addressed under Board of Regents' Chapter 01.02 or 09.02 as appropriate.

1. Chancellors will have primary responsibility for maintaining educational programs and activities free from discrimination of all kinds, including discrimination based on sex or gender, and for appropriate and timely response to sexual harassment and sexual violence at their respective universities, including extended sites;
2. Chancellors will provide updates to the board regarding compliance with this chapter at least bi-annually in December and June and more often as required by circumstances; and
3. The president will ensure system oversight and coordination among the universities in implementing this chapter.

**P01.04.010. Sex and Gender-Based Discrimination.**

- A. For purposes of this chapter "Sexual harassment" is a form of sex or gender-based discrimination, and is defined as conduct on the basis of sex or gender that satisfies one or more of the following:
  1. A university employee, agent, or contractor conditioning the provision of an aid, benefit, or service of the university on an individual's participation in unwelcome sexual conduct;
  2. Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies

a person equal access to the university's education program or activity; or

3. "Sexual assault," "dating violence," "domestic violence," or "stalking" as defined in regulation.

University Regulation 01.04.010 further defines conduct constituting sexual harassment and sex and gender-based discrimination.

(08-14-20)

**P01.04.020. Definition of Complainant and Respondent.**

- A. A complainant is an individual who is reported to be the victim of conduct that could constitute sex or gender-based discrimination.
- B. A respondent is an individual who is reported to be the perpetrator of conduct that could constitute sex or gender-based discrimination.

(08-14-20)

**P01.04.030. Jurisdiction Over Complaints.**

Complaints, whether formal or informal, will only be pursued under this chapter if they:

- A. Involve conduct occurring within the university's education programs or activities;
- B. Involve a complainant participating or attempting to participate in the university's education program or activity at the time the complaint is filed;
- C. Involve a respondent participating or attempting to participate in the university's education program or activity; and
- D. Involve conduct occurring within the United States.

(08-14-20)

**P01.04.040. Title IX Coordinator.**

- A. Each of the three separately accredited universities within the university system—UAA, UAF, and UAS will have a Title IX coordinator. Each university's Title IX coordinator is responsible for the university's compliance with Title IX of the Education Amendments of 1972. Statewide employees are served by the Title IX coordinator in their geographic location.
- B. The Title IX coordinator will coordinate with disability services and other inclusivity professionals as appropriate to ensure that reasonable accommodations are made available to parties and participants with disabilities.

(08-14-20)