



Title IX - Sex & Gender Equity

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Sexual harassment, sex discrimination and Title IX

Sexual harassment includes, but is not limited to, unwelcome sexual advances, requests for sexual favors, unwanted and repetitive messages of a sexual nature, unsolicited and unwelcome transmission of images of a lewd or sexual nature, or other verbal or physical conduct of a sexual nature where:

- A. submission to such conduct is made, either explicitly or implicitly, a term or condition of an individual's employment or education; or
- B. submission to or rejection of such conduct by an individual is used as the basis for retaliation, or for other employment or academic decisions affecting that individual; or
- C. the conduct creates a hostile environment.

The Equal Employment Opportunity Commission defines unlawful harassment as "Verbal or physical conduct that degrades or shows hostility or aversion to an individual because of his or her race, color, religion, gender, national origin, age or disability, or that of one's friends, relatives or associates." According to the [EEOC \(Equal Employment Opportunity Commission\)](#), the conduct must be "so objectively offensive as to alter the conditions of the victim's employment."

The conditions of employment are altered if the harassment culminates in a tangible employment action (fired, suspended, denied training, denied an award, etc.) or when the conduct was sufficiently severe or pervasive to create a hostile work environment. Harassment can take the form of slurs, graffiti, offensive or derogatory comments, or other verbal or physical conduct. Sexual harassment (including unwelcome sexual advances, requests for sexual favors, and other conduct of a sexual nature) is also unlawful. Conduct crosses the line when it goes beyond simple teasing and offhand comments, or when there are more than isolated incidents and there is a pattern of such incidents.

The harasser can be the complainant's supervisor, a supervisor in another area, a co-worker, or someone who is not an employee of the employer, such as a client or customer.

Harassment outside the workplace may also be illegal if there is a link with the workplace, for example, if a supervisor harasses an employee while driving the employee to a meeting.

[UA Policy on Sex and Gender-Based Discrimination Under Title IX](#)

[UAF Anti-harassment statement](#)

Examples of sexual harassment

- Repeated requests for dates that are turned down, or unwanted flirting
- Making sexual comments about appearance, clothing or body parts
- Emails or pictures of a sexual or other harassment-related nature
- Displaying sexually suggestive objects, pictures or posters
- Telling lewd jokes or sharing sexual anecdotes
- Unwanted jokes, gestures, offensive words on clothing, unwelcome comments

UAF's response to reports of sexual discrimination or misconduct




Preventing harassment in the workplace

Contact us:

Department of Equity and Compliance
Email: uaf-tix@alaska.edu
Phone: 907-474-7300
Facebook: [uaf.equity.compliance](https://www.facebook.com/uaf.equity.compliance)

Physical address:
1692 Tok Lane
3rd floor, Constitution Hall

Mailing address:
P.O. Box 756910
Fairbanks, AK 99775

 <h3>Reporting options</h3> <p>How and where to file a report.</p>	 <h3>Policies & regulations</h3> <p>Detailed information on university policies and procedures.</p>	 <h3>Helpful handouts</h3> <p>Handouts and references that provide an overview of information and resources.</p>
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MAKE A CALL:

Campus police (24 hours) 907-474-7721	Center for Student Rights and Responsibilities 907-474-7317	Department of Equity and Compliance 907-474-7300	Human Resources 907-474-7700	Interior Alaska Center for Non-Violent Living (confidential, 24 hours) 907-452-2293	Resource and Advocacy Center (confidential, 24 hours) 907-474-6360	Student Health and Counseling Center (confidential) 907-474-7043
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