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Sex- and Gender-Based Discrimination

P01.04.010

“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.”

https://www.alaska.edu/bor/policy-regulations/chapter-01-04-titleix.php
Responsible employees must report any information they hear about a possible sex- or gender-based issue within 24 hours.
Bookmark the reporting page so that you have it available when needed:

https://uas.alaska.edu/equity-and-compliance/
Reporting Process

- OEC Website
- 907-796-6371
- uas.equity@alaska.edu
- NOV129
Discrimination

The university will not permit or tolerate discrimination that creates an intimidating, hostile, or offensive working or learning environment, or that interferes with an individual’s performance.

Discrimination refers to being adversely treated or affected, either intentionally or unintentionally, in a manner that unlawfully differentiates or makes distinctions on the basis of:

- Age
- Citizenship
- Color
- Disability
- Gender identity
- Genetic Information
- Pregnancy
- Race
- Religion
- Marital status
- Parenthood
- Political Affiliation/Beliefs
- Sex
- Sexual orientation
- National origin
- Veteran status
- Pay equity
- Other categories under federal, state, and local laws

https://www.alaska.edu/bor/policy-regulations/chapter-01-02-general-provisions.php
The Clery Act

- Provide the campus community with accurate information regarding criminal activity, fires, and security policies.
- Identify those who act as “Campus Security Authorities” and ensure they understand their responsibilities.
- Issue “Timely Warnings” (criminal activity that poses a serious or continuing threat) and “Emergency Notifications” (other risks) to the campus community.

https://uas.alaska.edu/equity-and-compliance/clery-act/
Protection of Minors

R09.12.010

UAS welcomes minors on our campus!

Registration of events involving minors:

- UAS program, event or activity where UAS personnel will provide supervision
  - Personnel will receive Authorized Adult training
- Third party group bringing minors to campus to participate in a UAS hosted program, event or activity that is not a public event
- Third party using facilities and space on the UAS campus to provide a program, event or activity involving minors

https://www.alaska.edu/bor/policy-regulations/chapter-09-12-protection-minors.php
Office of Equity and Compliance

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