



Anti-harassment statement

We expect respect

The University of Alaska Fairbanks supports and promotes an environment where all community members are treated with common courtesy, compassion, dignity and respect. Every member of the university community has a right to a working and learning environment free of sex discrimination, including sexual and gender-based harassment, assault and violence. Protection from sex discrimination is extended to all students, employees and third parties, including lesbian, gay, bisexual and transgender people.

Harassment is discrimination

Discriminatory harassment that violates regents' policy and university regulation includes verbal or physical conduct that degrades, and/or shows hostility or aversion to an individual because of his or her race, color, national origin, sex, religion, age, genetic information, marital status, changes in marital status, pregnancy, parenthood, sexual orientation, gender, nonconformance to sexual stereotypes, veteran status, citizenship or mental/physical disability, or because of these characteristics among a person's friends, relatives or associates.

What is sexual harassment?

Sexual harassment includes, but is not limited to, unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature where:

- submission to or rejection of such conduct is made either explicitly or implicitly a term or condition of a person's job, pay, career or educational opportunity, or;
- submission to or rejection of such conduct is used as a basis for employment or educational decisions affecting that individual, or;
- such conduct has the purpose or necessary effect of unreasonably interfering with an individual's work or creating a hostile, intimidating or offensive working or learning environment.

Sexual misconduct is an egregious form of sexual harassment. Examples include but are not limited to domestic violence, dating violence, stalking, cyber-bullying, bullying, hazing, sexual exploitation, nonconsensual sexual contact and nonconsensual sexual intercourse.

Create a healthy community

While not all acts of harassing behavior may be sufficiently severe or pervasive to trigger a violation of policy, all harassing behavior can negatively impact the organization and adversely affect our educational mission. All community members are responsible for creating a positive environment and play a role in preventing discrimination, harassment and sexual misconduct.

If you see something, say something, do something.

Contact us

Office of Rights, Compliance and Accountability

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