

STICKS AND STONES

CAN BREAK MY BONES

BUT WORDS CAN

NEVER HURT ME

We've all been hurt at one time or another by the derogatory, demeaning, or discriminatory remarks of others. Whether the pain inflicted was intentional or accidental, it does not matter. Words do HURT!

All of us at the University of Alaska Anchorage want to succeed in the classroom, the laboratory, and in the office; to do well academically, professionally, and socially; and to feel at home within our university.

This brochure is designed to assist all members of the UAA campus community. It is important to understand the basic values which underlie the educational goals of the university. Intellectual honesty, mutual respect, and freedom from discrimination, intimidation, harassment and violence against persons or property are central to our mission. Acts of intolerance and abusive behaviors which violate these basic values will not go unchallenged within our academic community.

UAA is committed to standards promoting speech and expression that fosters the maximum exchange of ideas and opinions. Ideally, discourse is open, candid, and characterized by mutual respect and dignity.

It is the goal of the University to foster a campus climate which promotes the ideals of civility and appreciation for the uniqueness of each member of our academic community. It is the expectation of our Chancellor and members of our community that each person and group will demonstrate a tangible commitment to helping UAA achieve this goal.

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FREE SPEECH

"Free speech" is central to the life of a university. Great care must be taken not to inhibit open discussion, debate, and expression of personal opinion and differences of opinion—particularly in the classroom.

UAA is committed to free speech. Nothing in this publication should be considered in any way limiting or restricting the existing legal right to speak freely and openly.

Ideas that may seem offensive or controversial, even to the majority, are permitted if they are expressed in accordance with legal principles. The University will apply the norms of “time, place, and manner” in governing the expression of ideas and sharing of information that is the very life of the University.

The concept of rights and freedoms, no matter how basic or widely accepted, carries with it corresponding responsibilities. All members of the University community enjoy the same constitutional and civil rights guaranteed to all citizens; at the same time, they are subject to the laws of the nation, the State of Alaska, and the local community. All members of the University community have a strong responsibility to protect and maintain an academic climate in which the freedom to learn can be enjoyed by all.

To this end, certain basic regulations and policies have been developed to govern behavior of University community members. UAA's Freedom of Expression philosophy is found in the UAA catalog in the Rights, Freedoms, and Responsibilities section:

"The rights of free speech and peaceable assembly are fundamental to the democratic process. The University supports the rights of students of the University community to express their views and opinions on actions or ideas, to associate freely with others, and to assemble peacefully."

Whether expressing themselves as individuals or in organized groups, members of the University community are expected to conduct themselves responsibly, according to law, and to respect the basic educational goals of the University. Accordingly, the University insists that free expression not violate the rights of others. Disruption of the educational processes and functions of the University, or violation of the law, would constitute such a violation."

MORE IS BETTER

As students, faculty, and staff, we can use “more speech” to prevent and respond to offensive speech and behavior. We can:

- Promptly and clearly speak out against such words and actions when they occur.
 - Be models of the type of civilized and respectful behavior that is expected of all persons at UAA.
 - Resolve disputes in an open, mature manner through discourse, mediation, and education.
 - Actively work to promote a campusclimate and work environment that is open to and welcomes all persons.
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WHAT IS HARASSMENT?

One form of harassment, criminal harassment, as defined by Alaska statute (Sec.11.61.120), occurs when:

- A person insults, taunts, or challenges another person in a manner likely to provoke an immediate violent response.

Other forms of harassment, as defined by the UAA Student Code of Conduct, include:

- Physical or verbal abuse
- Sexual harassment
 - Intimidation
- Other conduct, including hazing, which unreasonably interferes with or creates a hostile or offensive learning, living, or working environment.

Forms of sexual harassment, as defined by University of Alaska Board of Regents Policy (04.02.01), include, but are not limited to:

- Verbal abuse of a sexual nature
- Graphic verbal commentaries about an individual’s body
- Sexually degrading words used to describe an individual.

These and other kinds of harassment that are against laws of the nation, the State of Alaska, and the local community are not

acceptable at UAA.

ADVICE AND ASSISTANCE

The Office of Campus Diversity and Compliance, 786-4680, handles informal complaints about sexual harassment and discrimination complaints based on race, color, religion, national origin, age, sex, Vietnam era or disabled veteran status, physical or mental disability, changes in marital status, pregnancy or parenthood (all numbers V/TTY).

Other resources for faculty and staff:

Faculty and staff may also meet with their supervisors, department chairs, directors, deans or staff from Human Resource Services, 786-4608.

Other resources for students:

Students may also contact the Office of Student Affairs, 786-1214, Advising and Counseling Center, 786-4500, Residence Life, 751-7444, their club or academic advisors or appropriate chair, director or dean to assist them.

FOR MORE INFORMATION

For students rights, freedoms, and responsibilities and University policies, regulations and procedures refer to the UAA catalog published by Enrollment Services, the Fact Finder student handbook published by the Office of Student Affairs or brochures published by the Office of Campus Diversity and Compliance.

ALASKA LAW

Alaska statutes prohibit criminal harassment (Sec.11.61.120), terroristic threatening (Sec.11.56.810), and disorderly conduct (Sec.11.61.110).

Criminal harassment occurs when a person insults, taunts, or challenges another person in a manner likely to provoke an immediate violent response.

Criminal terroristic threatening occurs when a person, with the intent to place another person in fear of death or serious physical injury to the person or the person's family, makes repeated threats to cause death or serious physical injury to another person.

Criminal disorderly conduct occurs when a person, in a public or private place, challenges another to fight or engages in fighting other than self-defense.

SAFETY IS EVERYBODY'S BUSINESS

We care about your safety on campus. While relatively safe, our campus is NOT a sanctuary from crime and accidents which still occur no matter how hard we try to prevent them. You are encouraged to be responsible for your own safety and bring safety concerns to the attention of UAA faculty or staff, or contact University Police, 786-1120, when you observe an unsafe environment. For your own safety, please also take time to locate the nearest exit and emergency telephone when you are in

RESPECTING OTHERS IS THE KEY FACTOR!

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UAA is an EO/AE employer and educational institution.

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