



UNIVERSITY
of ARKANSAS
AT PINE BLUFF
1873

Date: November 28, 2018

To: All UAPB Employees

From: Karen Baker, Director of Affirmative Action/Title IX Coordinator

Subject: **Annual Notice - Prevention of Discrimination, Sexual Harassment & Assault**

The University of Arkansas at Pine Bluff (UAPB) is an equal opportunity institution committed to the principle of equal opportunity in education and employment, in compliance with Title IX of the Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, Title VI and Title VII of the Civil Rights Act of 1964, Age Discrimination Act of 1975, and other federal, state, and local laws. The University is committed to providing equal opportunity for all students and applicants for admission and for all employees and applicants for employment regardless of race, age, gender, sex (including pregnancy), religion, national origin, marital or parental status, disability, veteran status, sexual orientation, gender identity or any other characteristic protected under applicable federal or state law.

Pursuant to Title IX and state laws, the University also prohibits sexual harassment, which includes sexual assault and sexual violence. Inquiries to UAPB concerning the applicability of these laws and their implementing regulations should be referred to the Title IX Coordinator. The United States Department of Education's Office of Civil Rights ("OCR") is responsible for enforcing Title IX, as well as other federal civil rights laws that prohibit discrimination in programs or activities that receive federal financial aid. Inquiries and complaints may also be directed to OCR at 1-800-421-3481 or ocr@ed.gov.

Except in the case of a statutory prohibition from reporting, all UAPB employees must, within 24 hours of witnessing or receiving information about a sexual misconduct allegation, report it to the Title IX Coordinator or a Deputy Title IX Coordinator regardless of whether an informal or formal complaint has been filed. Any student, non-employee or campus visitor/guest who has witnessed or received information about sexual misconduct is strongly encouraged to report it to the Title IX Coordinator or a Deputy Title IX Coordinator. You may also contact the UAPB Police and Public Safety Department, (870) 575-7029 (non-emergency) or 911 (emergency).

Reporting a Concern or Violation:

For unlawful discrimination or harassment complaints based upon race, age, religion, national origin, marital or parental status, disability, veteran status in accordance with applicable laws, statutes, and regulations as outlined above, please contact:

Title IX Coordinator

Karen Baker, Sr. CAAP
Director of Affirmative Action/ Title IX Coordinator
Delta Annex, Room 112
1200 University Drive | Pine Bluff, AR 71601 | Mail Slot 4942
Office: 870.575.8406 | Fax: 870.575.4753 | Email: bakerk@uapb.edu

For allegations of sexual misconduct, including, but not limited to, sexual harassment or acts of sexual assault, domestic violence, dating violence, stalking and other forms of sex/gender discrimination, the Title IX Coordinator has oversight of the University's compliance with its obligations under Title IX.

All complaints (students, faculty, staff, and guest/visitors) or any concerns about sexual conduct should be submitted to the Title IX Coordinator who will coordinate with the UAPB Police and Public Safety Department and to ensure that allegations of sexual assault reported to University officials are investigated and that confirmed allegations are addressed through University student conduct system or personnel processes, as appropriate.

The contacts for Title IX incidents reporting are:

Title IX Coordinator

Karen Baker, Sr. CAAP
Director of Affirmative Action/ Title IX Coordinator
Delta Annex, Room 112
1200 University Drive | Pine Bluff, AR 71601 | Mail Slot 4942
Office: 870.575.8406 | Fax: 870.575.4753 | Email: bakerk@uapb.edu

Deputy Title IX Coordinator

Ralph Owens
Dean of Students/Deputy Title IX Coordinator
Caldwell Hall, Room 201
1200 N. University Drive | Pine Bluff, AR 71601 | Mail Slot 4932
Office: 870.575.8361 | Fax: 870.575.4652 | Email: owensr@uapb.edu

The University of Arkansas at Pine Bluff is dedicated to providing a safe, secure and inclusive learning environment for our campus community. You can also report any concerns pertaining to student conduct, sexual misconduct or other potential threats to campus safety by visiting the following website: [Emergency Contact: \(870\) 575-8102, 24-Hour Service Requests.](#)

The University policies regarding nondiscrimination, sexual harassment, and sexual assault can be found at the following sites:

- [Affirmative Action\ Title IX Office website](#) - Policies and Procedures
- Student Handbook, Section 4 - [ROAR, 4.16.15.A Sexual Offenses/Title IX Offenses](#)
- [Dean of Student Webpage](#) - Policies and Procedures
- Faculty and Staff Handbook, Section 3 - [UAPB Human Resources webpage](#)
- Annual Security Report - [UAPB Police and Public Safety webpage](#)