From: University Human Resources [<connie-m-smi](mailto:connie-m-smith@uiowa.edu)t[h@uiowa.edu>](mailto:connie-m-smith@uiowa.edu)

Date: Thursday, August 29, 2019 8:12 PM To: Smith, Connie M

Subject: [UnivAdm] Annual Policy Notification on Title IX

To: All Faculty, Staff & Students

From: Kevin Kregel, Associate Provost for Faculty; Jennifer Modestou, Director of Equal Opportunity and Diversity; Cheryl Hoogerwerf Reardon, Chief Human Resources Officer and Associate Vice President; Monique DiCarlo, Title IX Coordinator.

The University of Iowa is committed to fostering an equitable and inclusive environment for all who join the UI community. The following are policies and statements that establish standards for a respectful and inclusive campus. Policy notifications such as this one are required by federal law.

Please review the information listed below and bookmark the [Annual Policy Notifications page](https://hr.uiowa.edu/node/4571/latest) on the University Human Resources website for your reference. Additional policies will be highlighted in future communications.

TITLE IX (Federal Law)

Title IX prohibits sex discrimination in all facets of university life, including academic matters; admissions; athletics; career services; counseling and medical services; employment; financial aid; housing and facilities; and all other university programs, events, and activities. The University of Iowa takes all reports offset discrimination seriously, which includes reports of sexual harassment, sexual assault, and sexual violence.

Monique DiCarlo is the University of Iowa’s Title IX coordinator. For more information, please contact her in the Office of the Sexual Misconduct Response Coordinator (OSMRC) at 319-335-6200 or on the [OSMRC website](https://osmrc.uiowa.edu/), or reach out to staff in the [Office of Equal Opportunity and Diversity](https://diversity.uiowa.edu/office/equal-opportunity-and-diversity) at 319-335-0705 or diversity@uiowa.edu.

For the full text of the Title IX statute, please visit the [United States Department of Labor website](https://www.dol.gov/). UI POLICY ON SEXUAL HARASSMENT

The university does not tolerate sexual harassment or any other unwelcome sexual behavior. To review the

complete sexual harassment policy, see [Chapter 4 within the Community Policies section of the UI Operations Manual.](https://opsmanual.uiowa.edu/community-policies/sexual-harassment)

If you have any questions or concerns about potential sexual harassment, including acts of dating/domestic violence or stalking, please [contact the OSMRC](https://osmrc.uiowa.edu/) (319-335-6200), the [Office of Equal Opportunity and Diversity](https://diversity.uiowa.edu/office/equal-opportunity-and-diversity) (319-335-0705), or any academic or administrative officer of the university, as defined in Section II-4.1-cl of university policy.

UI POLICY ON SEXUAL MISCONDUCT, DATING/DOMESTIC VIOLENCE, OR STALKING INVOLYING STUDENTS

This policy sets forth resources available to students, describes prohibited conduct, and establishes procedures for responding to sexual misconduct, dating/domestic violence, stalking, and other unwelcome sexual behaviors. The complete policy can be found in [Chapter 2 within the Community Policies section of the UI Operations Manual.](https://opsmanual.uiowa.edu/students/sexual-misconduct-datingdomestic-violence-or-stalking-involving-students)

Often, students seek assistance from a faculty or staff member if they have experienced sexual misconduct in dating/domestic violence, or stalking. If a student seeks out your assistance in making a report, please contact the OSMRC (319-335-6200) or refer the student to the OSMRC website for more information.

UI POLICY ON VIOLENCE

Acts and threats of violence are serious violations of university policy. To review the complete policy, please see [Chapter 10 in the Community Policies section of the UI Operations Manual](https://opsmanual.uiowa.edu/community-policies/violence).

UI POLICY ON PHYSICAL AND SEXUAL ABUSE OF CHILDREN

In addition to underage students, children are often on our campuses as participants in a wide variety of campus programs and activities or as visitors. Consistent with Iowa Code 262.9{37), all university employees who in the course of their employment receive .information related to physical or sexual abuse of children must immediately report such information to the UI Department of Public Safety (319-335-5022). In the case of incidents not on the Iowa City campus, local police authorities should also be called in order to avoid any delay in response.

University employees who are mandatory reporters of all forms of child abuse (not only physical or sexual abuse) under state law must also fulfill their statutory obligation to report to the Department of Human Services as provided by Iowa Code 232.67-70.

University employees, students, and visitors who are not mandatory reporters may and are strongly encouraged to report all forms of child abuse directly to the Department of Human Services as outlined in Iowa Code 232.67-70.

The complete university policy can be found in [Chapter 15 in the Community Policies section of the UI Operations Manual.](https://opsmanual.uiowa.edu/community-policies/physical-and-sexual-abuse-children)

UI POLICY ON CONSENSUAL RELATIONSHIPS INVOLVING STUDENTS

Sexual or romantic relationships between a student and a faculty or staff member who functions in an instructional context with the student are prohibited. To review the complete policy, please see [Chapter 5 in the Community Policies section of the UI Operations Manual.](https://opsmanual.uiowa.edu/community-policies/consensual-relationships-involving-students)

UI ANTI-HARASSMENT POLICY

The purpose of this policy is to prevent harassment within the university community and to provide a process for addressing all forms of harassment. To review the complete policy, please see [Chapter 14 in the Community Policies section of the UI Operations Manual.](https://opsmanual.uiowa.edu/community-policies/anti-harassment)

UI ANTI-RETALIATION POLICY

The university encourages its faculty, staff, and students to make good-faith disclosures of university-related misconduct. Retaliation as a response to such disclosure will not be tolerated. To review the complete policy, please see [Chapter 11 in the Community Policies section of the UI Operations Manual](https://opsmanual.uiowa.edu/community-policies/anti-retaliation).

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