TO: All Faculty, Staff & Students

FROM: Kevin Kregel, Interim Executive Vice President and Provost

Jennifer Modestou, Director of Equal Opportunity and Diversity

Cheryl Hoogerwerf Reardon, Chief Human Resources Officer and Associate Vice President

Monique DiCarlo, Title IX Coordinator

RE: Annual Policy Notification

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 of discrimination seriously, which includes reports of sexual harassment, sexual misconduct, dating/domestic violence, and stalking. Questions regarding Title IX, including its application and/or concerns about noncompliance, should be directed to the Title IX Coordinator, Monique DiCarlo, 455 Van Allen Hall, 319-335-6200, osmrc@uiowa.edu.

To make a complaint about sexual harassment, sexual misconduct, dating/domestic violence, or stalking please contact the:

Office of the Sexual Misconduct Response Coordinator

455 Van Allen Hall

osmrc@uiowa.edu

319-335-6200

<https://osmrc.uiowa.edu/report-problem-0>

To make a complaint about sex-based discrimination please contact the:

Office of Equal Opportunity and Diversity

202 Jessup Hall

diversity@uiowa.edu

<https://diversity.uiowa.edu/report-concern>

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

The university does not tolerate sexual harassment or sexual misconduct. View the complete [Interim Policy on Sexual Harassment and Sexual Misconduct and the Interim Procedure for Alleged Violations of the Policy on Sexual Harassment and Sexual Misconduct](https://osmrc.uiowa.edu/interim-policy-sexual-harassment-and-sexual-misconduct).

If you have any questions or concerns about potential sexual harassment and sexual misconduct, including acts of sexual assault, dating/domestic violence or stalking, please [contact the OSMRC](https://osmrc.uiowa.edu/) (319-335-6200), or any academic or administrative officer of the university, as defined in the [Anti-Harassment Policy](https://opsmanual.uiowa.edu/community-policies/anti-harassment#14.2).

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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Distribution of this message was approved by the Chief Human Resources Officer. Neither your name nor e­mail address was released to the sender. The policy and guidelines for the UI Mass Mail service, including information on how to filter messages, are available at: http://its.uiowa.edu/massmail.

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