FROM:
Kevin Kregel, Executive Vice President and Provost
Tiffany Stevenson Earl, Director of Equity Investigations and ADA Compliance
Cheryl Reardon, Chief Human Resources Officer and Associate Vice President
Monique DiCarlo, Director, Title IX and Gender Equity, Title IX Coordinator

SUBJECT: Annual Policy Notification: Sexual Harassment and Sexual Misconduct

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://link.uiowa.edu/l/f86d96a1-b93a-4c9e-a2fa-b1f2a5ea929a?m=bbe00738-e8b2-46a6-a28a-a0929cc8d76e&c=d.hr.marketing&i=202112) 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, oie-tixge@uiowa.edu.

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

Title IX and Gender Equity unit, Office of Institutional Equity
455 Van Allen Hall
oie-tixge@uiowa.edu
319-335-6200
https://diversity.uiowa.edu/report/report-problem (https://link.uiowa.edu/l/caacd997-8941-4448-bfaf-43551cb39178?m=bbe00738-e8b2-46a6-a28a-a0929cc8d76e&c=d.hr.marketing&i=202112)

For the full text of the Title IX statute, please visit the United States Department of Labor website (https://link.uiowa.edu/l/b0233b4a-02df-47cb-bec8-9f11de218099?m=bbe00738-e8b2-46a6-a28a-a0929cc8d76e&c=d.hr.marketing&i=202112).

**UI POLICY ON SEXUAL HARASSMENT AND SEXUAL MISCONDUCT**

The university does not tolerate sexual harassment or sexual misconduct. View the complete Policy on Sexual Harassment and Sexual Misconduct (https://link.uiowa.edu/l/832312a0-5d6f-4ae4-b26d-37177a7d938d?m=bbe00738-e8b2-46a6-a28a-a0929cc8d76e&c=d.hr.marketing&i=202112) and the Procedure for Alleged Violations of the Policy on Sexual Harassment and Sexual Misconduct (https://link.uiowa.edu/l/29cb6ba9-d186-4597-a4cb-32e2f054c41a?m=bbe00738-e8b2-46a6-a28a-a0929cc8d76e&c=d.hr.marketing&i=202112). The university relies on a pool of administrators to carry out this process. You can see a list of the members of the pool here (https://link.uiowa.edu/l/8128a730-ea98-4512-8c8e-642313382739?m=bbe00738-e8b2-46a6-a28a-a0929cc8d76e&c=d.hr.marketing&i=202112).
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 TIXGE (319-335-6200), or any academic or administrative officer of the university, as defined in the Policy on Sexual Harassment and Sexual Misconduct.

**UI POLICY ON VIOLENCE**

Acts and threats of violence are serious violations of university policy. To review the complete policy, please see Chapter 10 (https://link.uiowa.edu/l/262b95a6-a12a-441e-bbab-30bc6f53bb65?m=bbe00738-e8b2-46a6-a28a-a0929cc8d76e#c=d.hr.marketing&i=202112) in the Community Policies section of the UI Operations Manual.

**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 (https://link.uiowa.edu/l/d2ecf29d-42e2-444f-8f0d-17dccc82d5314?m=bbe00738-e8b2-46a6-a28a-a0929cc8d76e#c=d.hr.marketing&i=202112) in the Community Policies section of the UI Operations Manual.

**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 (https://link.uiowa.edu/l/53017ad3-5ace-4db1-a557-655cb3e94409?m=bbe00738-e8b2-46a6-a28a-a0929cc8d76e#c=d.hr.marketing&i=202112) in the Community Policies section of the UI Operations Manual.

**UI ANTI-HARASSMENT POLICY**

The purpose of this policy is to prevent harassment within the university community and to
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 (https://link.uiowa.edu/l/2aab7fb9-ead5-49c4-bf9d-c13d9b59b0f2?m=bb800738-e8b2-46a6-a28a-a0929cc8d76e&c=d.hr.marketing&i=202112) in the Community Policies section of the UI Operations Manual.

UI ANTI-RETRALITION 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 (https://link.uiowa.edu/l/7642e04-e636-494c-947f-6cd36d63f57?m=bb800738-e8b2-46a6-a28a-a0929cc8d76e&c=d.hr.marketing&i=202112) in the Community Policies section of the UI Operations Manual.

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http://its.uiowa.edu/massmail.

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