MEMORANDUM

TO: All University of Iowa faculty and staff
FROM: Susan Buckley, Vice President for Human Resources
        Georgina Dodge, Chief Diversity Officer and Associate Vice President
        Kevin Kregel, Associate Provost for Faculty
SUBJECT: Annual Policy Notifications
DATE: September 30, 2014

This memorandum presents information relating to several university policies and statements that are crucial to the mission of the university.

POLICY ON SEXUAL HARASSMENT:

Sexual harassment and other unwelcome sexual behavior are reprehensible and will not be tolerated by the university. To review the complete policy, please see: http://www.uiowa.edu/~our/opmanual/ii/04.htm. If you have any questions or concerns about potential sexual harassment, please contact the Office of the Sexual Misconduct Response Coordinator (319-335-6200), the Office of Equal Opportunity and Diversity (319-335-0705), or any academic or administrative officer of the university, as defined in the policy (see section II-4.1-c1).

POLICY ON SEXUAL MISCONDUCT INVOLVING STUDENTS, INCLUDING SEXUAL ASSAULT AND SEXUAL HARASSMENT:

This sexual misconduct policy sets forth resources available to students, describes prohibited conduct, and establishes procedures for responding to sexual misconduct incidents (including sexual assault, sexual harassment, and other unwelcome sexual behavior). To review the complete policy, please see: http://www.uiowa.edu/~our/opmanual/iv/02.htm. For assistance in making a report, contact the Office of the Sexual Misconduct Response Coordinator (319-335-6200).

POLICY ON VIOLENCE:

The university considers acts and threats of violence to be serious violations of university policy. To review the complete policy, please see: http://www.uiowa.edu/~our/opmanual/ii/10.htm.

PHYSICAL AND SEXUAL ABUSE OF CHILDREN:

In addition to our underage students, children are often on our campuses as participants in a wide variety of campus programs and activities or just 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 University of Iowa Police. 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 statutory mandatory reporters of all forms of child abuse (not just 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 statutory mandatory reporters may and are strongly encouraged to report all forms of child abuse directly to the Department of Human Services as provided under Iowa Code §232.67-70.

To review the complete policy, please see: http://www.uiowa.edu/~our/opmanual/ii/15.htm.

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 by this policy. To review the complete policy, please see: http://www.uiowa.edu/~our/opmanual/ii/05.htm.

NON-DISCRIMINATION STATEMENT:

The University of Iowa prohibits discrimination in employment, educational programs, and activities on the basis of race, national origin, color, creed, religion, sex, age, disability, veteran status, sexual orientation, gender identity, or associational preference. The University also affirms its commitment to providing equal opportunities and equal access to University facilities. For additional information on nondiscrimination policies, contact the Office of Equal Opportunity and Diversity (319-335-0705): http://www.uiowa.edu/~our/opmanual/ii/06.htm.

POLICY ON HUMAN RIGHTS:

The University is guided by the precepts that in no aspect of its programs shall there be differences in the treatment of persons because of race, creed, color, national origin, age, sex, disability, sexual orientation, gender identity, associational preference or any other classification that deprives the person of consideration as an individual, and that equal opportunity and access to facilities shall be available to all. To review the complete policy, please see: http://www.uiowa.edu/~our/opmanual/ii/03.htm.

ANTI-HARASSMENT POLICY:

The purpose of this policy is to prevent harassment within the University of Iowa community and to provide a process for addressing all forms of harassment if and when they occur. To review the complete policy, please see: http://www.uiowa.edu/~our/opmanual/ii/14.htm.

ACCESSIBILITY STATEMENT:

Per the university’s Accessibility Statement, the following language must be included in all institutional or departmental publications that describe or invite public participation in programs at the university, whether the publication is dispersed via print or electronic means, published on the Internet, or advertised using social media.

"Individuals with disabilities are encouraged to attend all University of Iowa-sponsored events. If you are a person with a disability who requires a reasonable accommodation in order to participate in this program, please contact (insert: the sponsoring department or contact person) in advance at (insert: telephone number)."
The sponsoring department name or contact person and telephone number must be incorporated into the statement as the sponsoring department is responsible for making the necessary reasonable accommodations.

The text of the statement can be found in the university’s Operations Manual at: http://www.uiowa.edu/~our/opmanual/ii/07.htm.

ANTI-RETALIATION POLICY:

The University of Iowa 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: http://www.uiowa.edu/~our/opmanual/ii/11.htm.