



ANNUAL REPORT 2019

Office of the Sexual Misconduct
Response Coordinator

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LETTER FROM THE DIRECTOR

On behalf of the Office of the Sexual Misconduct Response Coordinator and the University of Iowa Anti-violence Coalition, I share our 2019 annual report. Each year, we document data related to reports and complaints received, as well as summarize some of our collaborative efforts from the prior calendar year. While we use the same reporting period, calendar year, used by the Department of Public Safety to publish the [Annual Security Report](#), the incident data summarized in the Annual Security Report is specific to incidents of crime as defined under the FBI's Uniform Crime Reporting Program whereas the OSMRC data will include incidents that meet a broader incident definition from university policy and that may have occurred off campus. We typically publish our annual report in the fall, however the pandemic and staffing changes created a delay. We remain committed to sharing our report with the campus community and plan to be back on schedule for the 2020 report.

During calendar year 2019, broad based efforts to increase awareness about where to report problems and get help were implemented. This focus was informed by results from the 2017 SPEAK OUT Iowa student survey that suggested about half of the students responding to the survey knew this information. Projects included Resident Assistants in Housing completing individual Hawk Talks with their residents that highlighted where students could file a complaint and access confidential support. Recognizing that research and assessment literature suggests young workers or student interns are at a higher risk for experiencing sexual harassment, a "[Safety in Your Internship](#)" tip sheet was created by a Pomerantz Career Center workgroup. Working with other campus and community partners, RVAP lead a task group that created [Talking with your Student about Sexual Assault and Dating Violence](#), a parent and family handbook to be provided during summer orientation. Parents are key partners in assisting with the university's endeavors to educate students about resources. [Responding to disclosures slides](#) were included in the online Iowa GROW training module to assist those supervising student employees in the Division of Student Life. The Office of the Provost worked with Associate Deans to revise and recommend [Syllabi Language](#) for individual colleges to adopt. Work to identify new opportunities for assisting supervisors with responding to sexist and crude comments in the workplace lead to the development of the [Employee Messaging and Training Timeline](#) to better understand when and what messages and training employees and supervisors receive. A sexual harassment scenario was included in the [Advanced Management Series](#) and will be included in future offerings of the series. Recognizing the intersectionality of sexual harassment and other protected class

discrimination, a pilot with Dining student employees completed the employee Anti-Harassment Training. The outcome suggests adopting this strategy more broadly could be helpful. The Student Advisory Committee on Sexual Misconduct (SACSM) created a video series, [How to Help a Friend](#). The first video in the series provides tips and resources on how to respond to a friend/peer who discloses an experience with sexual misconduct and the second video outlines confidential on and off campus resources. Collaborative work is at the heart of our success. I am grateful to the [OSMRC team](#) and the [Anti-violence Coalition members](#) for their commitment to creating a campus community where all members can learn and contribute in a safe and respectful environment. OSMRC remains committed to advancing the UI Anti-violence Plan initiatives, while holding to the highest standards of professionalism and consideration for those interacting with our office.

Monique DiCarlo, Title IX Coordinator
Office of the Sexual Misconduct Response Coordinator

OVERVIEW OF CAMPUS PROJECTS

Preparing for new Title IX regulations

In anticipation of draft Title IX regulations being issued by the Department of Education Office of Civil Rights, the October UI Anti-violence Coalition meeting focused on demystifying the rulemaking process. Coalition members identified ways they would share information and encourage other stakeholders to participate in the open comment period. Coalition members hosted post-card writing sessions, workshops, and information tables in the IMU. On November 16th, 2018, Secretary DeVos released the proposed Title IX rules and the open public comment period closed in January 2019. The University of Iowa conducted a thorough review of the U.S. Department of Education's new proposed Title IX rules on sexual misconduct for higher education institutions. Members of the Office of Student Accountability, University Human Resources, the Office of General Counsel, Threat Assessment Team, Department of Public Safety, and the Office of Equal Opportunity and Diversity served on the review committee. The Title IX Coordinator met and consulted with members of the Student Advisory Committee on Sexual Misconduct, University of Iowa Student Government, Graduate Professional Student Government, confidential victim advocacy agencies, and other members of the UI Anti-violence Coalition as each readied to submit their written response to the proposed rules. The [university letter](#) formally submitted on January 30, 2019 can be found on the [OSMRC website](#). Final rules were expected to be issued in fall 2019.

Late Night Programming Effort & Support for Student Organizations

Data from the 2017 Speak Out Iowa Survey indicates that for students who reported experiencing sexual violence victimization, alcohol and/or drug use prior to the incident was common. In response to this data, we have continued to collaborate with the campus and community alcohol harm reduction efforts. The Coordinator for Late Night Initiatives & Assessment attended the Anti-violence Coalition meetings to share late night programming updates and strengthen the connection between the Anti-violence Coalition and the Alcohol Harm Reduction Advisory Committee. Slides on helping a friend who has been harmed were added to the alcohol harm reduction training provided to student organizations, and a work

group was charged with developing recommendations for policy, procedures, programs, or messaging that support protective environments on campus.

Hawk Talks: Prevention and Education

Academic year 2018-19 saw the implementation of Hawk Talks as a part of the Residence Education Model (REM) curriculum. Several times each semester, students were engaged in 1-on-1 conversations with their Resident Assistants (RAs), or Hawk Talks. These purposeful conversations provided an opportunity for each resident to have a direct, communicative relationship with their RA. The talks also allowed RAs to hear about students' experiences and provide references to campus resources while building relationships. In Spring 2019, one of the Hawk Talks was specifically focused on prevention and education by asking the following questions of students during the talk: 1) Do you know how to help a friend who discloses about an experience with sexual misconduct? and 2) Do you know how the OSMRC helps students?

During the 2019 calendar year, we recorded 3994 completed Hawk Talk conversations in residence halls on this topic. Other conclusions drawn from feedback on this Hawk Talk are as follows:

- One-fifth of the students who participated indicated that they had heard of the OSMRC.
- Students reported having heard of OSMRC through involvement with FSL, On Iowa!, Success@Iowa, campus-wide emails and signs posted in campus restrooms.
- Half of students reported that they would refer a friend to resources if they disclosed an experience with sexual misconduct.
- 10% of students responded that they would listen and provide support to a friend who disclosed an experience with sexual misconduct, then refer them to resources.

UI-CERB Program Presented at 53rd ABCT National Convention

The UI-CERB program was developed by Monique DiCarlo (UI TIXC), Dr. Erika Lawrence (Northwestern University), Jennifer Duchscher (University of Arizona), and Samantha Reznik (University of Arizona) as an adaptation of ACT practices to target sexual misconduct and dating violence on college campuses and was implemented on the UI campus in the fall of 2017. The authors of this unique program had an opportunity to present their findings at the

Association for Behavioral and Cognitive Therapies (ABCT) 53rd Annual Convention in Atlanta, GA held November 21-24, 2019. A summary of the presentation follows:

11.7% of students and 23.1% of women report experiencing nonconsensual sexual contact during college (AAU, 2015). In response to this problem, federal law requires a disciplinary response to sexual misconduct on college campuses (Koss et al., 2014). However, many offenders remain enrolled in college without any mandatory intervention. As such, evidence-based interventions for this population are sorely needed.

We developed a novel intervention for college student offenders who remain enrolled and were found responsible for sexual misconduct (which comprises harassment, exploitation, intimidation, and assault), domestic/dating violence, and/or stalking. Adapted from Lawrence et al.'s (2014) ACTV intervention, our new intervention (CERB) was implemented at the University of Iowa with their sexual misconduct response team.

To date, 13 students have completed all 15 sessions individually with trained facilitators and approximately 20 students will complete CERB by November 2019. Participants vary by self-identified gender, sexual orientation, and offense. In response to open-ended questions, facilitators reported that they were able to implement the intervention with participants and participants were able to learn ACT and adapt it for target behaviors. Half of facilitators reported that their participants grasped the majority of the concepts, and 70% reported that their participant changed their discussion of the original incident in line with CERB concepts. Additionally, 90% of facilitators believed that their participant would change their future behavior. Participants completed open-ended questions and measures of ACT concepts before and after CERB, such as the Avoidance and Fusion Questionnaire and Valuing Questionnaire. The results of this study have significant implications for understanding how ACT can be adapted for non-voluntary participants and for preventing sexual misconduct on college campuses. Data continue to be collected and efforts are underway to expand implementation to other colleges.

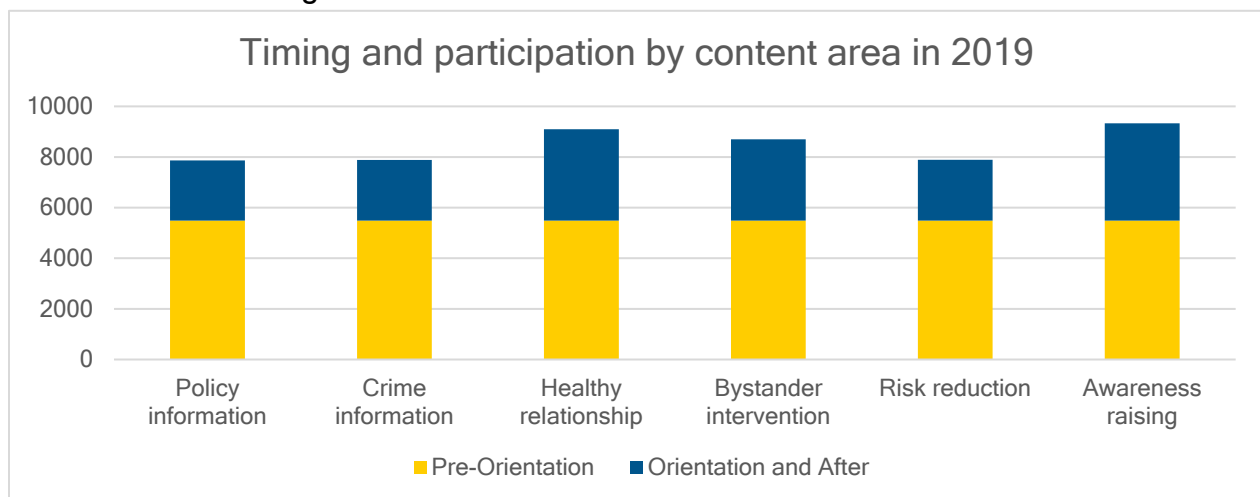
PREVENTION AND EDUCATION

Comprehensive prevention and education efforts are one component of a multi-faceted strategy for ending gender-based discrimination and violence in our community. Many groups on campus are involved in prevention and education efforts, bringing diverse perspectives that reach a broader audience than any one group can achieve alone. The Campus Education Subcommittee brings together education providers and stakeholders from across campus to facilitate collaboration and ensure that messages are in alignment.

Prevention and education for students

Pre-orientation education

The UI's education efforts begin prior to students arriving on campus with a mandatory online education program. All incoming undergraduate and transfer students are required to complete an online sexual misconduct prevention course called "Every Choice". The "Every Choice" program is one part of a larger course called Success at Iowa. Students receive two credit hours for completing the entire Success at Iowa course during their first semester at The University of Iowa. The "Every Choice" program is an interactive online program that is designed to help students protect themselves and others from sexual assault, harassment, stalking, and dating/domestic violence. The program also focuses on bystander intervention skills to help students feel empowered to speak up and intervene to prevent potentially violent situations from occurring.



Unique participants are not tracked; someone attending two or more events may be counted more than once.

All incoming graduate and professional students are required to take “Not Anymore”, an online course which educates students on gender-based violence and discrimination and bystander intervention. Students who do not complete the mandatory program have a hold placed on their registration until they complete the course.

The “Every Choice” and “Not Anymore” programs are coordinated by Student Wellness. In addition to coordinating program implementation, monitoring completion, and providing support to students, Student Health and Wellness facilitates an alternate program option for students who are unable to complete the online course due to personal experience with the issues.

Undergraduate and Graduate/Professional online education programs

Spring 2019					
Course	Attended	1 st Year	2 nd + Year	Graduate	Professional
Every Choice	321	319	2	N/A	N/A
Not Anymore	304	N/A	21	169	114
Fall 2019					
Course	Attended	1 st Year	2 nd + Year	Graduate	Professional
Every Choice	5169	5163	6	N/A	N/A
Not Anymore	2085	N/A	60	1267	758

After taking Every Choice:

- 95% of students agreed that interpersonal violence is a significant problem on college campuses, compared with 87% before taking the course.
- 95% of students understood the approaches they would want to use to intervene against interpersonal violence, compared with 71% before taking the course.
- 95% of students agreed or strongly agreed they possessed the tools to protect themselves against interpersonal violence, compared with 84% before taking the course.

After taking Not Anymore:

- 95% of students agreed that, within their abilities, they were responsible for stopping interpersonal violence, compared with 90% before taking the course.
- 91-94% of students said that they were likely or very likely to intervene against a form of interpersonal violence, compared with 76-89% before taking the course.

- 93-96% of students agreed that interpersonal violence was a moderate or big program on campuses in the U.S., compared with 69-85% before taking the course.

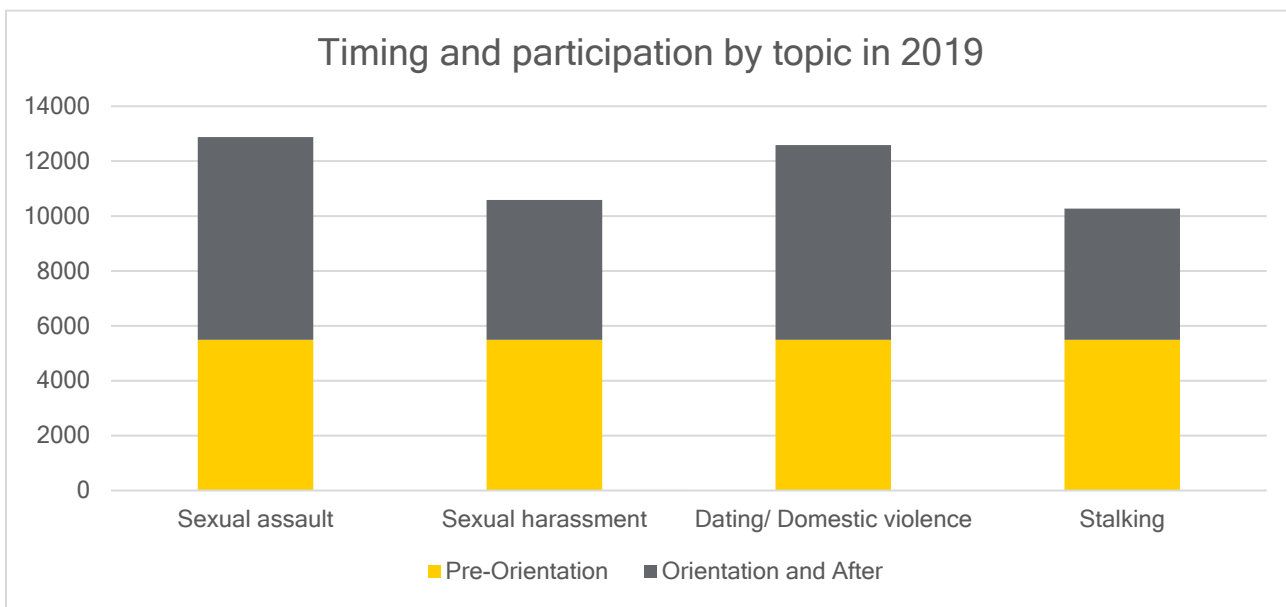
The Anti-Violence Plan identifies parents and guardians as key partners in supporting the university's prevention efforts. Parents and guardians have the opportunity to participate in pre-orientation sessions related to supporting their incoming students. The *Difficult Conversations: Partnering for Student Success* session is presented by the Department of Public Safety, Office of the Dean of Students, Student Wellness, and RVAP. It focuses on providing parents and families with strategies to engage their student in difficult conversations about alcohol, sexual assault, and other aspects of college life that impact a student's ability to be successful.

Additionally, RVAP worked with other campus and community partners on a new strategy to devise a handbook intended to be issued to parents and family members of incoming UI students. The resulting guide, [Talking with your Student about Sexual Assault and Dating Violence](#), was provided during summer orientation.

Orientation and Post-orientation education

All incoming undergraduate students are required to attend the CHOOSE session during On Iowa! During the session, students expand on what they learned in the pre-orientation online program, particularly on the topic of bystander intervention, by viewing a video illustrating various problematic situations staged on campus to show students intervening to make campus safer and more welcoming. This session engages students in a variety of hands on and interactive learning experiences to better enhance their skills, knowledge, and resources surrounding topics of gender-based violence and discrimination as they enter the University of Iowa.

International students also participate in an orientation facilitated by International Students and Scholars Services (ISSS). In 2019, ISSS again invited OSMRC and Monsoon Asians and Pacific Islanders in Solidarity to facilitate a workshop titled "Setting Sail to Healthy Relationships" to incoming international students. The 30-minute workshop teaches students to recognize gender-based violence and know where to get help for themselves or a friend.



Unique participants are not tracked; someone attending two or more events may be counted more than once.

After orientation, students have opportunities to continue to participate in events related to the prevention of sexual misconduct, dating violence, and stalking. Post-orientation events are varied in their format, and include workshops, awareness raising campaigns, curriculum infusion, and community events. Collaboration between the departments responsible for providing education ensures that our messaging is aligned and that our programs build upon pre-orientation and orientation programming.

Workshops

Education workshops have been developed by providers on campus based on current best practices and campus needs. Workshop providers start with a standard plan and frequently modify it to meet the specific needs of the group requesting or hosting the workshop. Campus groups learn about available workshops and request workshops through the Ending Violence at Iowa site. Assessments are collected at conclusion of each workshop to measure effectiveness and inform future programming.

Many workshops are scheduled at the request of a campus group that has reached out directly to the workshop provider or made a request through the Ending Violence at Iowa site. Ongoing collaboration across the campus community expands opportunities for campus partners to host these educational events.

Workshop attendance and content area covered in 2019

	Number of workshops	Number of participants	Policy information	Crime information	Healthy relationships	Bystander intervention	Risk reduction	Awareness raising	Consent
Sexual Health Education Student Wellness, RVAP, WRAC	3	99			✓			✓	✓
Bystander Intervention WRAC, RVAP	12	951				✓			
Dismantling Rape Culture WRAC, RVAP	7	257						✓	
Relationship Remix WRAC, RVAP, Monsoon	8	766			✓			✓	✓
Know the Law, Know Your Rights Student Legal Services	2	19		✓			✓	✓	✓
Enthusiastic Consent/Queering Consent WRAC, RVAP	7	530			✓			✓	✓
Responding to Disclosures RVAP	1	22	✓	✓		✓			✓

Unique participants are not tracked; someone attending two or more events may be counted more than once.

Prevention and education for employees

All University of Iowa faculty and staff that hold a 50% or greater appointment are required to complete sexual harassment prevention education. This requirement also includes undergraduate students who are employed as resident assistants by University Housing & Dining, graduate/professional students who hold a teaching assistantship for one semester or longer, and medical and postdoctoral residents and fellows who hold an appointment of at least 50% time during the academic year.

This course is designed to educate employees about prohibited conduct and the problems associated with sexual harassment, as well as inform alleged and potential victims of their rights and instruct administrators about how to address complaints.

New employees complete the course within two to six months of being hired, depending on their role in the university. All employees must complete a refresher course every three years. **In 2019, a total of 9,664 employees completed either the initial or refresher course online.**

TRAINING

Ongoing training is provided to individuals involved in the campus response in order to ensure prompt, fair, and trauma-informed proceedings. The topics for training are based on best practices recommended by national institutions, federal compliance requirements, and needs identified by campus community members. Training is accomplished through a variety of methods: national trainers are brought to campus to provide training to interdisciplinary groups; staff are supported to attend train-the-trainer events to gain skills for developing sustainable training programs for their departments; campus partners provide training related to their areas of expertise; and webinars from national providers are watched and discussed in a group setting. In addition to the training summarized in this report, individuals are supported to attend training at conferences and events offered by external organizations.

Training for University Employees

The education of University of Iowa employees is essential to establishing a campus environment that is free of sexual harassment. The four main goals to be achieved through educating university employees in sexual harassment prevention are as follows:

- ensuring that impacted parties (and potential impacted parties) are aware of their rights;
- notifying individuals of conduct that is prohibited;
- informing administrators about the proper way to address complaints of sexual harassment; and
- helping educate the community about sexual harassment and related issues.

The university's sexual harassment prevention education is mandatory for the following groups:

- All faculty & staff who hold at least a 50% appointment,
- all medical residents/fellows and postdoctoral scholars/fellows who hold at least a 50% appointment during the academic year,
- all graduate/professional students who hold a teaching assistantship for a period of one semester or longer and any other students as determined by the Office of the Provost
- All university housing resident assistants and any other students as determined by the Office of the Vice President for Student Life

Faculty and staff who are required to take the sexual harassment prevention course must do so within the first 6 months of their employment; the course must then be re-taken every 3 years.

Certain employees at the university are designated as Administrative or Academic Officers (A/AOs). All faculty and staff hired into or promoted to a position serving as an AAO must complete the sexual harassment prevention course for supervisors within the first 2 months of their appointment. Under university policy, A/AOs are responsible to report incidents of sexual misconduct, dating/domestic violence, and stalking. OSMRC's website provides information for employees who wish to determine if they are A/AOs and their reporting responsibilities.

Additionally, OSMRC and RVAP offer the *Responding to Disclosures as an A/AO* workshop to ensure a caring, effective, and prompt response to disclosures by clarifying A/AO responsibilities under the Policy on Sexual Harassment, highlighting our institutional obligations, and providing trauma-informed response. OSMRC also participates in annual training for all residence hall coordinators, resident assistants, and Hawkeye guides to ensure that participants can identify incidents of sexual misconduct, dating/domestic violence, and stalking and respond appropriately.

OSMRC CASE AND OUTCOME DATA

We share our case data in order to increase transparency and provide some insight into the university's response process. Sharing data helps us work with campus partners to identify potential action for our prevention, policy, or intervention work. OSMRC case data provides one piece of the larger picture of incidents of sexual misconduct, dating/domestic violence, and stalking impacting members of our campus and community. It fits together with data shared by the Department of Public Safety, the Office of Equal Opportunity and Diversity, the Office of Student Accountability, RVAP, the Domestic Violence Intervention Program, and the Speak Out Iowa campus climate survey.

About our data

The data in this section reflect reports that were received by OSMRC between January 1, 2019, and December 31, 2019. The data does not reflect Clery crime statistics nor is it a reflection of adjudicated outcomes— only reports. While many of these reports refer to incidents that happened in the context of a person's affiliation to the University of Iowa, OSMRC also receives reports about incidents that happened off campus or before a person became a student or employee of the university; these reports are included in the data shared in this report.

The Office of the Sexual Misconduct Response Coordinator (OSMRC)

We are here to help. If you or someone you know has been impacted by sexual misconduct, dating/domestic violence, or stalking, contact OSMRC. Reports can be made:

- In person with a Response Coordinator (email or call to make an appointment)
- Over the phone: 319-335-6200
- By email: osmrc@uiowa.edu
- Via the OSMRC [Report a Problem](#) online form

What happens when a report is made?

OSMRC serves as a central location to report incidents of sexual misconduct, dating/domestic violence, and stalking. Our office receives reports from entities across the UI campus, including Academic or Administrative Officers (A/AOs), residence halls, the Department of Public Safety (DPS), the Office of Student Accountability (OSA), and the Office of Equal Opportunity and Diversity (EOD).

When the OSMRC receives a report, a response coordinator reaches out to the reporting party offering to meet. An initial meeting with the reporting party has three main goals:

- *To provide linkage with confidential resources*
We work closely with confidential offices to ensure that individuals know where to connect with an advocate or get counseling or other support resources.
- *To facilitate accommodations*
Individuals may ask the OSMRC for accommodations from the university to address safety or privacy concerns, the impact of trauma or stress, or scheduling conflicts that arise as a result of judicial or criminal proceedings. Common accommodation requests include excused absences, changes in housing, extensions on assignments, and retroactive or late drops. You don't need to make a complaint to receive help with accommodations.
- *To review reporting and complaint options*
OSMRC provides information about options to make an administrative complaint to the university or to report to law enforcement.

We understand that talking about a traumatic incident can be hard and that options for reporting may feel overwhelming. We reach out to reported victims/survivors because we care and we want to ensure every reporting party receives information about supportive resources, whether they choose to make a complaint or not. Our goal is to provide information, including information about making an administrative complaint or reporting to law enforcement, so that reporting parties can make informed choices.

OSMRC monitors the campus climate for patterns and takes action to address a possible hostile environment. OSMRC is not a confidential office; we have a responsibility to balance

the needs of the reporting party with the need for campus safety. If we receive information that indicates a potential threat to campus safety, we may be required to take action. We work closely with confidential resources to ensure reporting parties can make informed decisions about possible implications of reporting.

Academic or Administrative Officers (A/AOs)

Title IX requires that universities identify *responsible employees* who are required to report disclosures of sexual misconduct, dating/domestic violence, and stalking. At the University of Iowa, employees in positions designated as Academic or Administrative Officers (A/AOs) are responsible employees under Title IX.

When an A/AO hears a disclosure, they are required to refer the person harmed to RVAP or DVIP and report to OSMRC or EOD within two business days.

To find out if you are an A/AO, visit the [Mandated Reporter Defined page](#) on our website.

What happens when a respondent receives notice that they are under investigation?

The University of Iowa is committed to treating reporting parties and respondents with dignity and respect, providing equitable procedural protections, providing both parties with reasonable opportunity to be heard and present evidence, and investigating and resolving university complaints fairly. When a student or employee receives notice that they are under investigation for sexual misconduct, dating/domestic violence, and/or stalking, a response coordinator from OSMRC reaches out to:

- *Describe the complaint resolution process as stated in the Student Misconduct Procedure*
OSMRC provides information about the offices involved in investigating a complaint, the anticipated timeline, and next steps.
- *Review and assist with requests for reconsideration of interim measures*
In some situations, interim measures can be imposed that serve to protect the parties involved and prevent a situation from escalating. Common interim measures include interim housing suspensions, interim no contact directives, interim building prohibitions, interim

campus bans, and/or a temporary leave of absence. OSMRC reviews interim measures with respondents and may assist with requests for reconsideration.

- *Facilitate accommodations*

Individuals may ask OSMRC for accommodations from the university to address safety or privacy concerns, the impact of trauma or stress, or scheduling conflicts that arise as a result of judicial or criminal proceedings. University policy and federal law ensure that such requests are given thoughtful consideration and that efforts are made to provide needed flexibility. Common accommodation requests include excused absences, changes in housing, extensions on assignments, and retroactive or late drops.

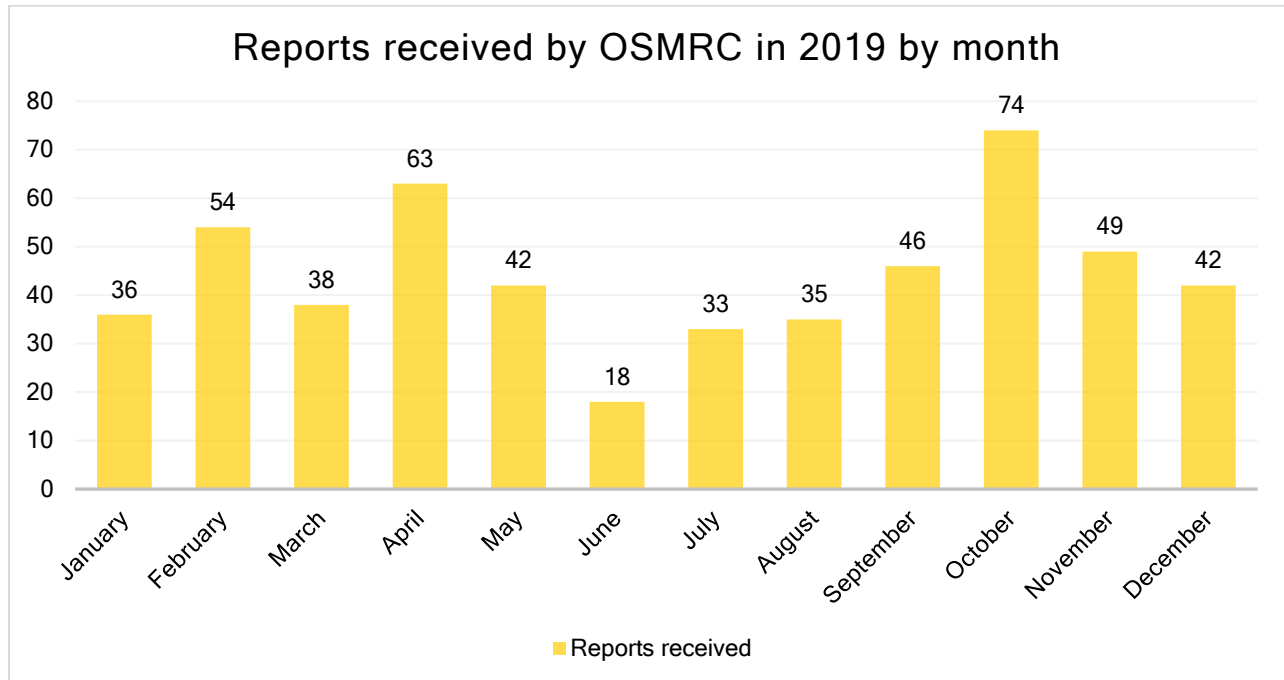
- *Provide linkage with a confidential resource*

OSMRC is not a confidential resource. Connecting those involved in the complaint process with confidential, supportive resources is among the office's primary concerns.

Again, OSMRC is not a confidential resource, so anything shared with the response coordinator may also be shared with the investigator assigned to the case. For this reason, the focus of interactions between the response coordinator and the party is on the process and available resources, not the allegations. OSMRC does not give legal advice or assist with defense. Those accused of violating a university policy may choose to consult with an attorney at their own expense.

New reports by month

The data in this section reflect reports that were received by OSMRC between January 1, 2019, and December 31, 2019. The data do not reflect Clery crime statistics, which can be found in the [Annual Security Report](#) published by the Department of Public Safety. While many of these reports refer to incidents that happened in the context of a person's affiliation to The University of Iowa, OSMRC also receives reports about incidents that happened off campus or before a person came to the university. These reports are also included in the data shared in this section.



Reports may contain more than one incident and/or incident type, or more than one reporting party or respondent.

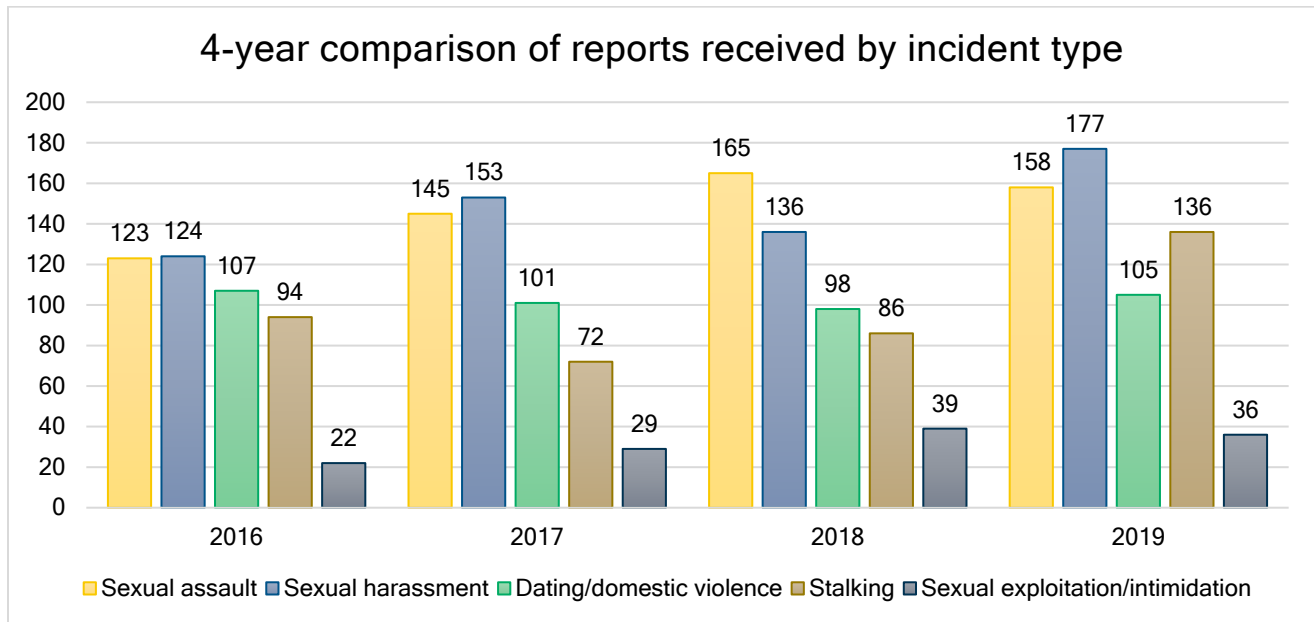
This breakdown of reports received by month reflects changes throughout the calendar year. October is the month with the highest number of reports, which is consistent with national data reflecting increased risk of victimization at the beginning of the academic year, especially for first-year students.

4-year comparison of reports received

The data in this section reflect reports that were received by OSMRC during each calendar year (January 1 to December 31) in 2016, 2017, 2018, and 2019. The data do not reflect Clery crime statistics, which can be found in the [Annual Security Report](#) published by the Department of Public Safety. While many of these reports refer to incidents that happened in the context of a person's affiliation to The University of Iowa, OSMRC also receives reports about incidents that happened off campus or before a person came to the university. These reports are also included in the data shared in this section.

Reports are classified based on the best information we have available; reports we receive vary greatly in the level of detail they contain. A single report may include multiple incidents

and/or multiple incident types. Reports including multiple incident types appear under each incident type category.



Reports may contain more than one incident and/or incident type, or more than one reporting party or respondent.

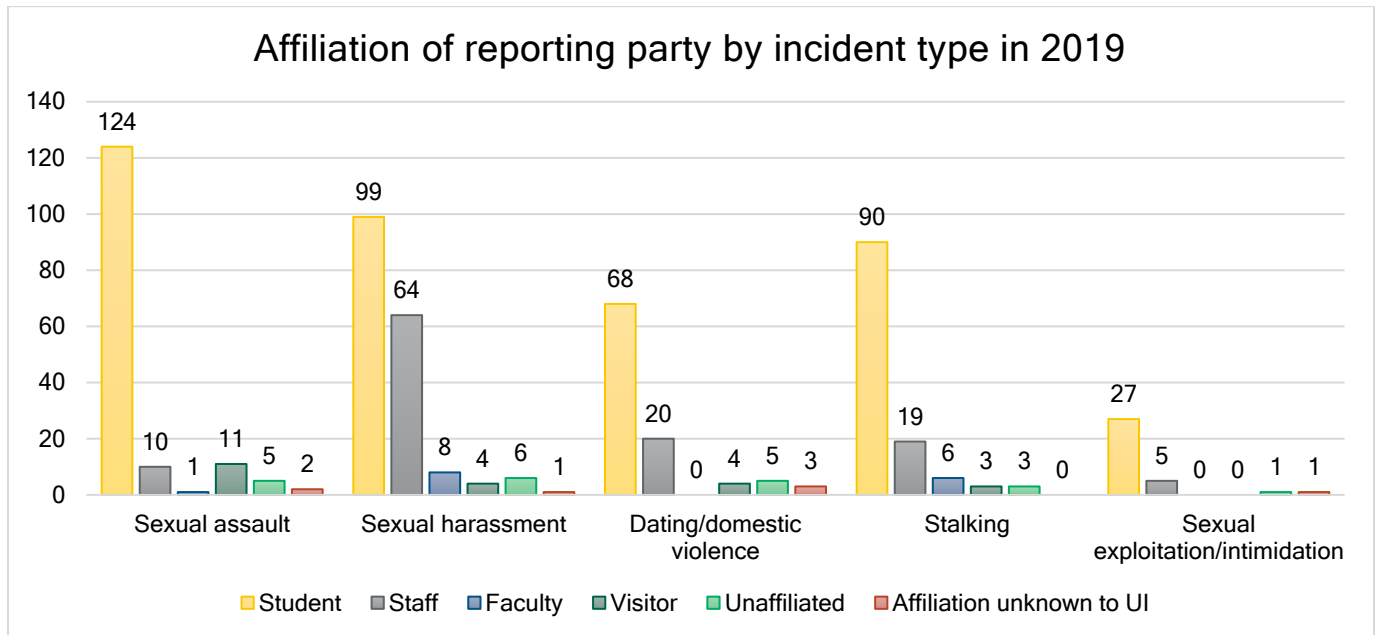
The number of reports received by OSMRC has increased for some incident types, while remaining the same or decreasing for other incident types. An increase in the number of reports doesn't necessarily indicate that more incidents are occurring but may instead reflect a greater awareness of what constitutes a reportable incident.

Affiliation of the reporting party

We use the term "reporting party" to describe the individual harmed in an incident reported to the university. Any person harmed, including those with no UI affiliation, has the option to make an administrative complaint against a UI student or employee.

OSMRC facilitates accommodations for any university student or employee impacted by sexual misconduct, dating/domestic violence, or stalking, regardless of whether that individual chooses to make a complaint. For cases in which the reporting party has no university affiliation, OSMRC may reach out to provide information about confidential support resources.

The “Affiliation unknown to UI” category includes reports in which any of the following may have been true: the respondent’s affiliation was known but not disclosed to the UI, the respondent’s full identity was unknown to the reporting party, and/or the respondent was a stranger.



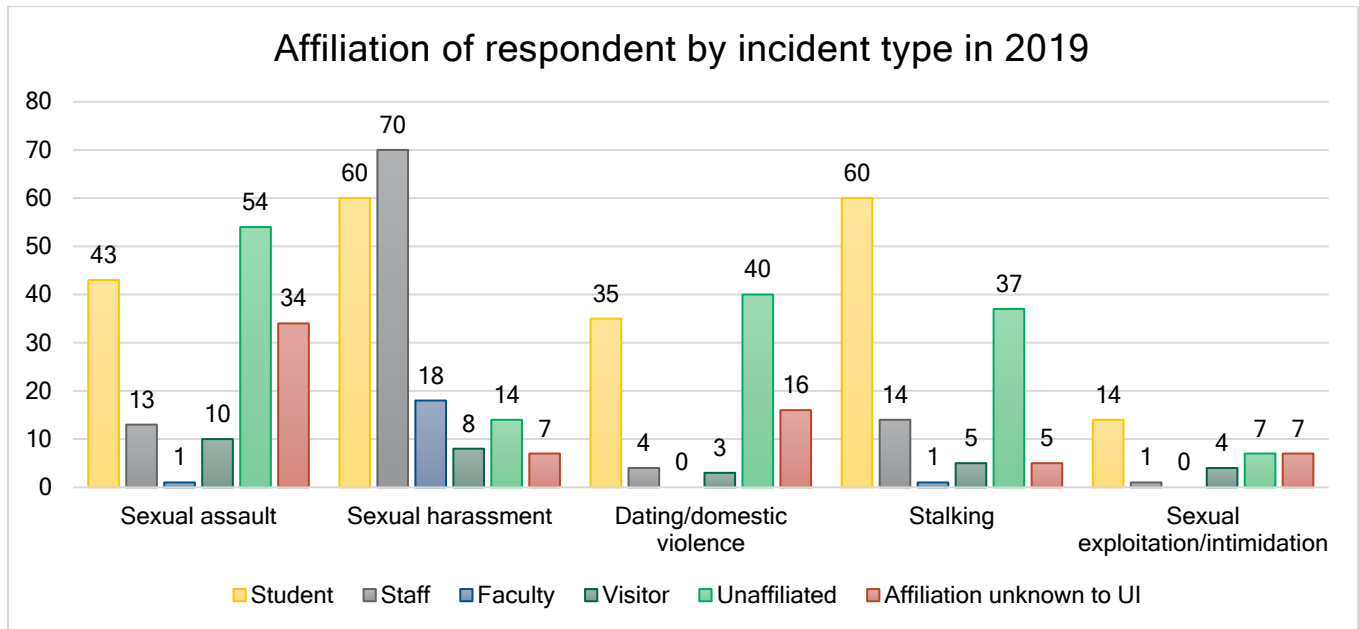
Reports may contain more than one incident and/or incident type, or more than one reporting party or respondent.

National statistics indicate that college-aged students are at higher risk of victimization than other age groups. Prevention programming for students continues to focus on shifting cultural norms and encouraging bystander intervention. Data from the 2017 Speak Out Iowa! survey indicates that students are most likely to disclose to a peer. Based on this data, the Student Advisory Committee on Sexual Misconduct (SACSM), a subcommittee of the Anti-Violence Coalition, continued developing scripts and working on the production for the “How to Help a Friend” video education series. In fall 2019, SACSM released the educational videos “How to Support a Friend Who Discloses” and “Confidential Resources: Where to Start”.

Affiliation of the respondent

We use the term “respondent” to describe the individual reported to have committed harm. The affiliation of the respondent determines whether the university has jurisdiction to investigate, which policies apply, and which offices might be involved in responding.

Student conduct investigations are conducted by the Office of Student Accountability. Employee conduct investigation are conducted by the Office of Equal Opportunity and Diversity. If a respondent is not affiliated with the university, our ability to take action is limited.



Reports may contain more than one incident and/or incident type, or more than one reporting party or respondent.

The high number of reports of sexual harassment involving staff relative to other incident types likely reflects an increased awareness of sexual harassment as a workplace policy. University of Iowa employees with a greater than 50% appointment are required to complete a prevention education program when they begin employment and must repeat the training every three years.

Some reports involving unaffiliated respondents are Clery reports and relate to incidents that occurred on campus properties, including incidents in which neither party is affiliated.

The “Affiliation unknown to UI” category includes reports in which any of the following may have been true: the respondent’s affiliation was known but not disclosed to the UI, the respondent’s full identity was unknown to the reporting party, and/or the respondent was a stranger.

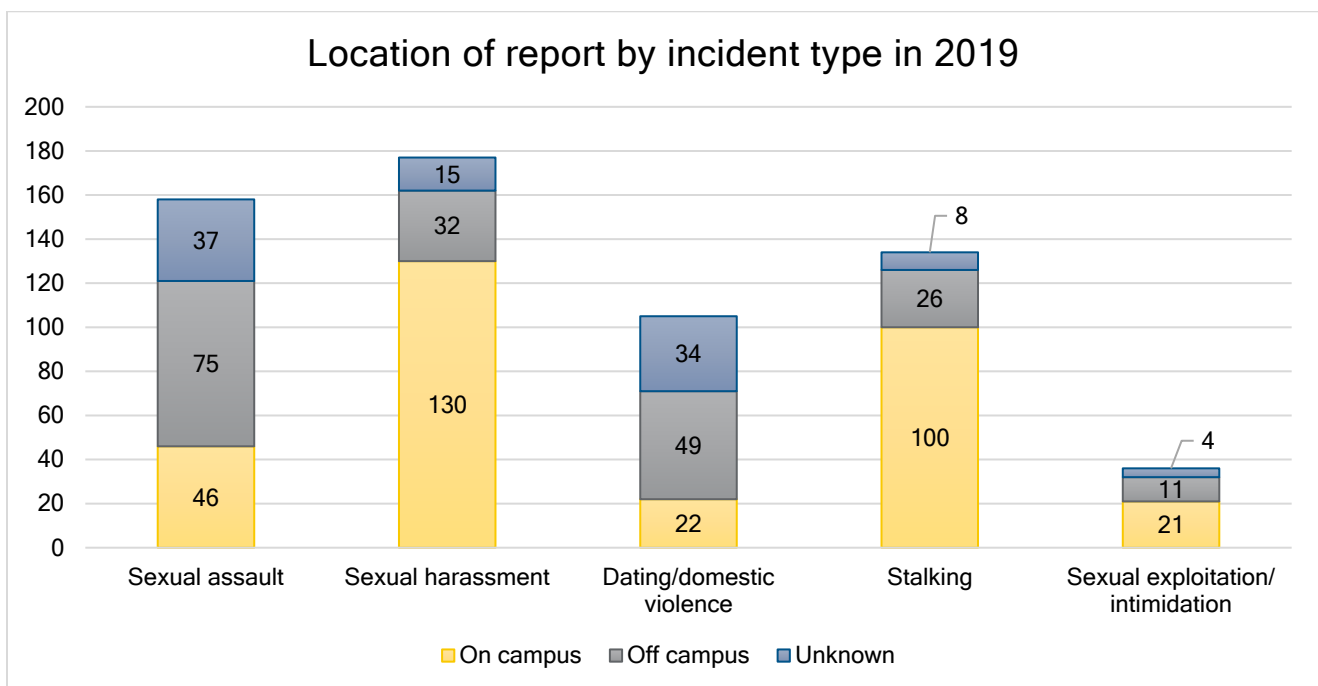
Incident location

Tracking the locations of reported incidents helps the OSMRC to identify and address possible patterns. The location of incidents is also important for data collection related to the Clery Act, which requires that campuses report information about crimes committed on campus or areas adjacent to campus.

For the purposes of this report, “on campus” refers to reports in which at least one incident took place in a campus building, including academic buildings, residence halls, and the hospital; in campus parking lots and public areas; in fraternity and sorority houses; and in buildings controlled by our university, such as dorms in a university-sponsored study abroad program.

“Off campus” refers to reports in which incidents took place at a reported off campus location.

“Unknown” refers to reports in which no location information was shared.



Reports may contain more than one incident and/or incident type, or more than one reporting party or respondent.

Most reports received by OSMRC relate to incidents that occurred on campus, indicating an opportunity to continue our prevention efforts by working with departments and colleges to

create protective environments on campus. There continues to be a clear need to collaborate with community partners through our Anti-violence Coalition efforts.

Report resolution

When OSMRC receives a report, we reach out to the reporting party offering to meet to provide linkage with a confidential resource, facilitate accommodations, and review reporting and complaint options. As much as possible, we strive to put control over the decision to make a complaint in the hands of the reporting party; however, there are certain circumstances in which the university has an obligation to move forward with an investigation in order to maintain a safe campus environment. The reporting party will always be informed if this must happen, and it is always the reporting party's choice to participate in an investigation.

Reports not moving forward: In the absence of an investigation, OSMRC works with the reporting party to explore their options. Sanctions are not imposed on the respondent unless an investigation has found evidence of a policy violation. However, there may be options to pursue environmental remedies that will help put an end to the unwelcome behavior in the absence of an investigation. Accommodations can be facilitated without making a complaint. A reporting party has the option to change their mind at any point; there is no time limit to making a university policy complaint.

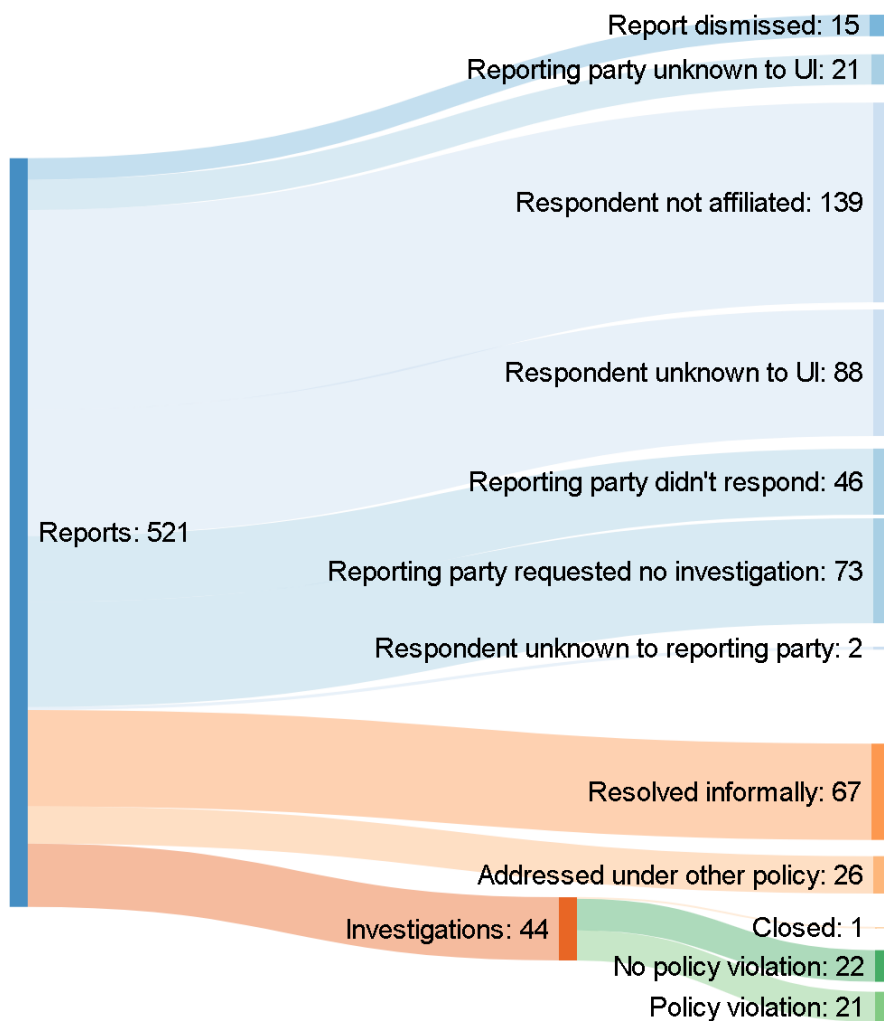
Informal resolutions: An informal resolution may be an option in cases in which the respondent is a university employee. The purpose of an informal resolution is to stop the unwelcome behavior from recurring. Resolution may take many forms, including direct communication with the respondent, changes to the work or education environment, or group education of the whole work unit. The reporting party's wishes concerning notifying the respondent are taken into account. Informal resolutions are facilitated by the senior human resources representative or associate dean of the department where the behavior occurred, or by the Office of Equal Opportunity and Diversity.

Investigations: The OSMRC is not an investigating office. Complaints involving student respondents are investigated by the Office of Student Accountability, and complaints involving employee respondents are investigated by the Office of Equal Opportunity and Diversity.

Interim sanctions may be imposed on the respondent during the investigation if there is a concern related to safety or an ongoing threat of disruption to the academic process. The Anti-Retaliation Policy applies in both student conduct and employee conduct investigations.

The purpose of an investigation is to determine whether it is more likely than not that a university policy was violated. University administrative investigations are separate from law enforcement investigations, which may be pursued concurrently or not at all.

Additional information can be found in the appendix.



Many reports received by OSMRC do not ultimately result in a university administrative investigation. A response coordinator from OSMRC may still work with the individuals involved in these reports to provide linkage to a confidential resource, facilitate accommodations, and provide information about complaint options for the future.

When explaining administrative complaint options, OSMRC also informs the reporting party of potential interim sanctions and the Anti-Retaliation Policy. It is always the choice of the reporting party to participate in an administrative investigation. OSMRC is aware that publishing information about reports that do not lead to investigations may have the potentially unintended consequence of implying that the reporting party is to blame. Research suggests that victims/survivors may choose not to report because they blame themselves for what occurred, do not want others involved, and/or want to minimize the seriousness of the situation.

Investigation length

During an investigation, OSMRC provides regular process updates to the reporting party and respondent. We work with the investigating offices to track the length of investigations and help parties understand the anticipated length of an investigation. In 2019, 44 reports led to an investigation. For these 44 investigations, the length of time between the start of an investigation (the date the reporting party indicated they would like to make a complaint) and the distribution of the investigator's report was:

Investigation length in 2019	
Total number of resolved investigations	44
Average investigation length	154 calendar days
Median investigation length	135.5 calendar days

The length of an investigation can be affected by a number of factors. For example, investigations tend to take longer if multiple witnesses need to be interviewed or if one or more parties wishes to involve legal representation. The length of investigations can also be affected by university breaks when fewer students are available to participate.

Appeals

The appeal process is conducted in writing. An appeal may be submitted by either a reporting party or a respondent based on any combination of the following grounds:

- that the decision was unsupported by substantial evidence when viewed as a whole;
- the decision was arbitrary, capricious, unreasonable, or constituted an abuse of discretion;
- the sanction was unreasonably harsh or lenient in light of the circumstances;
- the procedures were not properly followed, resulting in prejudice to the appealing party;
- or new evidence, not reasonably available at the time of hearing, that warrants reconsideration.

The non-appealing party is given the option to respond to the appeal.

Appeals in 2019	
Total number of resolved investigations	44
Number of findings appealed	14
Average appeal length	28 calendar days
Median appeal length	22 calendar days
Decisions overturned on appeal	0
Decisions/sanctions modified on appeal	0

In 2019, 44 reports led to an investigation. Of those 44 investigations, 14 were appealed by one or both parties. The length of time between the start of an appeal (the date the notice of appeal was distributed) and the distribution of the appeal officer's decision had an average length of 28 calendar days and a median length of 22 days. In 2019, no decisions were overturned on appeal, and no decisions or sanctions were modified on appeal.

Sanctions

Campus actions resulting from adjudication of complaints can include sanctions against the person found responsible, remedies for the individual or individuals harmed, one-on-one or targeted group education, or implementation of specific security measures.

There are protocols in place to ensure that intentional and appropriate outcomes, including sanctions, are imposed. When a policy violation has been determined, in either student conduct or employee conduct cases, the decision maker (the Office of Student Accountability,

the respondent's supervisor, or the Provost) must receive sanctioning input from the investigator and the Sexual Misconduct Response Coordinator. The Student Judicial Procedure allows for a victim impact statement to be provided to the decision maker before sanctions are imposed. Ongoing professional development is provided to decision makers. Outcomes are tracked to ensure fair and consistent institutional response and to decrease the effect of implicit bias.

Definitions of sanctions can be found in the Appendix.

Outcomes from 3 sexual assault policy violations:

- 10 disciplinary/safety measures
- 1 educational/counseling requirements
- 2 separations

Outcomes from 5 sexual harassment policy violations:

- 6 disciplinary/safety measures
- 3 educational/counseling requirement
- 2 separations

Outcomes from 4 dating/domestic violence policy violations:

- 8 disciplinary/safety measures

Outcomes from 7 stalking policy violations:

- 18 disciplinary/safety measures
- 8 educational/counseling requirements

Outcomes from 2 sexual exploitation policy violations:

- 4 disciplinary/safety measures
- 1 educational/counseling requirement

APPENDIX

Report response process

Report dismissed: Reports made that were determined, on their face or following an initial review, to not constitute any form of sexual misconduct.

Reporting party unknown to the UI: Reports made anonymously and/or without enough information to allow the university to identify the potential reporting party to reach out for further investigation.

Respondent unaffiliated: Reports in which the misconduct was committed by an individual determined not to be affiliated with the university. In the event the respondent is affiliated with another institution, the university may address the matter with the other institution to make them aware of the incident.

Respondent unknown to the UI: Reports in which the identity of the respondent is either unknown, not disclosed to the university, and/or otherwise unable to be ascertained by the university, and therefore the university is limited in its ability to move forward with potential action. In these instances, there is no time limit placed on moving forward in the event the individual who has been harmed decides to proceed by sharing more information, or in the event the student or the university is later able to identify the respondent.

Reporting party didn't respond: Reports in which the reporting party did not respond to university outreach.

Reporting party requested no action: Reports which did not move forward because the reporting party requested no formal university action.

Addressed under another policy or procedure: Reports in which a response was pursued under a non-Title IX-related policy

Policy violation: It is more likely than not that the respondent violated a Title IX-related university policy.

No policy violation: The behavior reported did not rise to the level of a policy violation, or there was insufficient evidence to demonstrate whether a policy violation occurred. Respondents may also have been found responsible for violating other non-Title-IX-related university policies in a concurrent investigation; this information is not recorded in this report. A finding of no policy violation does not indicate that the reporting party was being untruthful or was not believed. Accommodations, including a no-contact directive, may still be offered following the conclusion of an investigation, even if there was no finding of a policy violation.

Closed: The respondent withdrew before a finding was issued, or the reporting party requested that the investigation cease. If a respondent withdraws before a finding is issued, the investigator compiles a report of information shared about the case and closes the investigation. No sanctions are imposed due to a lack of jurisdiction. Student respondents who withdraw in the middle of an investigation receive a registration hold to prevent them from re-enrolling until the investigation can be resolved.

Sanctions imposed

Disciplinary/safety measures: Examples of disciplinary/safety measures that might be imposed as sanctions are listed below. More information about these sanctions can be found in the Student Judicial Procedure.

- building prohibition
- campus prohibition
- completion of all court requirements
- computer restriction
- disciplinary probation
- group education
- limited access to activities
- no classes/student orgs in common
- no contact directive

- one-to-one conversation
- permission required to graduate
- registration hold placed
- reprimand
- restitution
- work prohibition

Educational/counseling requirements: Examples of educational/counseling requirements that might be imposed as sanctions are listed below. More information about these sanctions can be found in the Student Judicial Procedure and OSMRC's [webpage](#) about the UI-CERB Program.

- education mandate
- counseling mandate
- substance abuse assessment
- UI-CERB

Separation: Separation from the institution could take the form of termination (for employees) or expulsion (for students). Individuals who are separated from the institution are also issued a campus prohibition preventing them from returning to campus and are prevented from future employment or student status at the university.

Suspension: Students who have been suspended are issued a campus prohibition preventing them from returning to campus for the duration of their suspension. Re-enrollment requirements may be imposed as a condition of returning to the university.

Withdrew before resolution: If a respondent withdraws following a finding of responsibility for a policy violation but before the imposition of sanctions, the university loses jurisdiction to impose sanctions. Student respondents who withdraw before the resolution of an investigation receive a registration hold to prevent them from re-enrolling until the investigation can be resolved.